

MINUTES OF REGULAR MEETING

October 18 - 19, 2001

WASHINGTON STATE APPRENTICESHIP AND TRAINING COUNCIL

DEPARTMENT OF LABOR & INDUSTRIES

**GARY MOORE
DIRECTOR**

**Department of Labor & Industries
Tumwater, Washington**

**PATRICK WOODS
SECRETARY OF COUNCIL**

**THEY WHO SERVE APPRENTICESHIP
SERVE OUR NATION**

WASHINGTON STATE APPRENTICESHIP AND TRAINING COUNCIL

OCTOBER 18 – 19, 2001

9:00 AM

MINUTES

Chairman LaFrank Newell lead a moment of silence for the September 11th tragedy, followed by Councilmember K. Carter leading all in attendance in a rendition of “God Bless America.” Chairman Newell called the meeting to order approximately 9:10 AM on October 18, 2001. The roll was taken and there was a quorum of members. Greetings were given by Julie Kainber, L&I Insurance and Consultation Program Manager and Beth Taylor, Region 4 Executive Director Southwest Washington Workforce Development Council (WDC).

MINUTES: July 19 & 20, 2001 were M/S/C as amended on page 21, item #2 “to adopt the Administrative Law Judge decision”.

CERTIFICATES OF MERITORIOUS SERVICE:

<u>Name</u>	<u>Organization</u>
BRUCE KNIGHT Previously issued	Northwest Automotive Heavy Duty Equipment Apprenticeship Committee
HAL SIGNET Previously issued	King County Carpenters Apprenticeship Committee
RONALD FOREST Previously issued	King County Carpenters Apprenticeship Committee
WAYNE HERRINGTON Previously issued	King County Carpenters Apprenticeship Committee
JAMES A. HENDRY	International Union of Operating Engineers Local #280 Apprenticeship Committee
JOHN HATHAWAY	Inland Empire Plumbing and Pipefitting Industry Apprenticeship Training Committee
NEAL GRAEBER	Northeast Washington-Northern Idaho Sheet Metal Workers JATC

CORRESPONDENCE:

1. Copy of a letter dated July 11, 2001 to Nancy Mason from Tracy Duncan, IPC/ABC regarding a complaint against the Western WA Sheet Metal JATC.
2. Copy of a memo dated July 13, 2001 for Anthony Swoop to Don Palmer, from Robert D. Parker, Grant Officer from U.S. Department of Labor, approving a ‘No Cost Extension of Child Care Grant – State of Washington’.

3. Copy of a letter dated July 17, 2001 to Nancy Mason from Marion Pines, Director Johns Hopkins University, regarding the Department of Labor and ATELS working to establish National Guideline Standards for their Development Practitioner Apprenticeship Occupation.
4. Copy of a letter dated July 20, 2001 to Nancy Mason from Vince Haas appealing Boeing/IAM Joint "Apprenticeship Committee's decision to terminate his apprenticeship program.
5. Copy of a letter dated July 23, 2001 to Nancy Mason from Tracy Duncan, IPC/ABC, requesting information on case 01-39.
6. Copy of a letter dated July 24, 2001 from Nancy J. Mason to Vince Haas acknowledging the Department's receipt of his appeal and assigning Case #01-40.
7. Copy of a letter dated July 24, 2001 from Nancy J. Mason to Gina Ames, Apprenticeship Coordinator, Boeing/IAM Joint Apprenticeship Committee, requesting documentation or correspondence in support of their decision to cancel Mr. Haas' apprenticeship agreement.
8. Copy of a letter dated July 24, 2001 from Nancy J. Mason to Steve Baker, Coordinator Carpenters-Employers Apprenticeship and Training Trust Fund of Western Washington, thanking him and Gary Siko for the meeting to discuss Industrial Insurance claims filed by carpenter & lather apprentices.
9. Copy of a letter dated July 24, 2001 from Nancy J. Mason to Gary Siko, Coordinator Lathing, Acoustical & Drywall Systems and Therman Insulation Installers, JATC, thanking him and Steve Baker for the meeting to discuss Industrial Insurance claims filed by carpenter & lather apprentices.
10. Copy of a letter dated July 24, 2001 from Nancy J. Mason to Tracy Duncan, IPC/ABC, requesting re-submittal of items 2 through 9 on a new Request for Revision of Standards sheet to Evie Lawry so they may be considered at the October 2001 WSATC quarterly meeting.
11. Copy of a letter dated July 24, 2001 from Nancy J. Mason to Jim Christensen, L&I Employment Standards, regarding IPC/ABC Apprenticeship Committee (Electrical) Wage Violations on Cases # 98-1, 98-3, 98-7, 99-15, 00-06, 00-09, and 00-22.
12. Copy of a letter dated July 25, 2001 to Nancy Mason from Tracy Duncan, IPC/ABC concerning a complaint against Mountain States Electric & Inland Empire Electrical Training Trust.
13. Copy of a letter received in the department on July 25, 2001 to Nancy Mason from Michael Wolfe appealing JATC decision to cancel his apprenticeship program.
14. Copy of a letter dated July 25, 2001 from Nancy J. Mason to Michael Wolfe acknowledging the Department's receipt of his appeal and assigning Case #01-41.
15. Copy of a letter dated July 25, 2001 from Nancy J. Mason to William Bowser, Training Director Puget Sound Electrical JATC, notifying him of apprentice appeal case # 01-41, requesting any documentation or correspondence in support of their decision.
16. Copy of a letter dated July 26, 2001 from Nancy J. Mason to Mark Johnson informing him of the Department's findings on his apprentice appeal case # 01-34.
17. Copy of a letter dated July 26, 2001 from Nancy J. Mason to William Bowser, Training Director Puget Sound Electrical JATC, notifying him of finding on apprentice appeal case # 01-34.
18. Copy of a memo dated July 26, 2001 from Nancy J. Mason to Jack Wojtanowicz presenting to him Customer Service Certificates from Gary Moore regarding letters from Robert Scott, William Bowser, Mark Maher, and Mike Schuler.
19. Copy of a letter dated July 26, 2001 from Nancy J. Mason to B. Jai Johnson, Grants Management Specialist, regarding five copies of document AF-10030-00-60 Modification #01 signed by Gary Moore extending the Quality Child Care Initiative Grant.

20. Copy of a letter dated July 27, 2001 to Nancy Mason from Tracy Duncan, IPC/ABC issuing a concern against John's Electric & Inland Empire Electrical Training Trust.
21. Copy of a letter with postscript notation dated July 30, 2001 from Jack Eidukas to the Department regarding case 01-39.
22. Copy of a letter dated July 30, 2001 from Nancy J. Mason to Tracy Duncan, IPC/ABC, in response to Ms. Duncan's July 23 2001 letter requesting information on case 01-39.
23. Copy of a letter dated July 30, 2001 from Anne Wetmore, WA State Director Apprenticeship, Training, Employer and Labor Services, US Department of Labor, to Sue Schoblom, Director of Health Profession Quality Assurance Division, Don Williams, Section 4 Executive Director, Judy Haenke, Dispensing Opticians Program Manager at the Washington State Department of Health explaining the use of term registered apprenticeship.
24. Copy of a letter dated July 31, 2001 from Nancy J. Mason to Marion Pines, Director Johns Hopkins University, regarding the Department of Labor and OATELS working to establish National Guideline Standards for their Development Practitioner Apprentice Occupation.
25. Copy of a letter dated July 31, 2001 from Nancy J. Mason to Tracy Duncan, IPC/ABC, acknowledging the Department's receipt of her letter of concern and assigning Case #01-42.
26. Copy of a letter dated July 31, 2001 from Nancy J. Mason to Robert Steele, Coordinator Western WA Sheet Metal JATC, notifying him of a letter of concern received in the Department and assigning Case # 01-42.
27. Copy of a letter dated July 31, 2001 from Nancy J. Mason to Tracy Duncan acknowledging the Department's receipt of her letter of concern and assigning Case # 01-43.
28. Copy of a letter dated July 31, 2001 from Nancy J. Mason to Kevin Managhan, Training Director Inland Empire Electrical Training Trust, regarding a letter of concern and assigning Case # 01-43.
29. Copy of a letter dated July 31, 2001 from Nancy J. Mason to Tracy Duncan acknowledging the Department's receipt of her letter of concern and assigning Case # 01-44.
30. Copy of a letter dated July 31, 2001 from Nancy J. Mason to Kevin Managhan, Training Director Inland Empire Electrical Training Trust, regarding a letter of concern and assigning Case # 01-44.
31. Copy of Notification of Committee Approval dated July 31, 2001 from Nancy J. Mason to Ron Benson, Secretary Pioneer Industries Machinist Internal Apprenticeship Committee,
32. Copy of Notification of Committee Approval dated July 31, 2001 from Nancy J. Mason to Michael R. Taft, Secretary Pioneer Industries Precision Sheet Metal Internal Apprenticeship Committee.
33. Copy of Notification of Committee Approval dated July 31, 2001 from Nancy J. Mason to Bob Acker, Secretary Oregon/Southwest Washington Piledrivers JATC.
34. Copy of Notification of Cancellation of Apprenticeship Program dated July 31, 2001 from Nancy J. Mason to Dale W. Wentworth, Coordinator Seattle Area Refrigeration Apprenticeship Committee.
35. Copy of Notification of Cancellation of Plant Apprenticeship Program dated July 31, 2001 from Nancy J. Mason to Ann Walker, Tech Spec III Thurston County Sheriff Department.
36. Copy of Notification of Cancellation of New Apprenticeship Committee dated July 31, 2001 from Nancy J. Mason to Don T. Dudley, Executive Director UCEDA Joint Apprenticeship Committee.
37. Copy of a letter dated August 1, 2001 from Nancy J. Mason to Scott Golembiewski notifying him of the Department's findings on his appeal of case # 01-37.
38. Copy of a letter dated August 1, 2001 from Nancy J. Mason to William Bowser, Training Director Puget Sound Electrical JATC, notifying him of the Department's findings on Golembiewski's appeal case # 01-37.

39. Copy of a letter dated August 7, 2001 from Tracy Duncan to Nancy Mason notifying the Department concerning Kevin Butcher, case # 01-39.
40. Copy of a letter dated August 9, 2001 from Kenneth L. Carpenter to Jack Wojtanowicz appealing the decision of JATC to not reinstate him on August 7, 2001.
41. Copy of a Notification of Committee Action letter dated August 13, 2001 from Nancy J. Mason to Roger Berg, Chairman Inland Northwest Associated General Contractors.
42. Copy of 1997/1998 Compliance Review Findings letters dated August 13, 2001 from Nancy J. Mason to Monte Roden, Chairman Cowlitz County P.U.D. Apprenticeship Committee; Robert Mehler, Secretary Pierce County Meatcutters Apprenticeship Committee; Michael Smith, Tacoma Millmen and Cabinet Makers Apprenticeship Committee; Rick Grant, Director of Apprenticeship Inland Northwest Chapter Associated General Contractors; and Deven Johnson, Secretary Spokane Area Cement Finishers Apprenticeship Committee.
43. Copy of 1997/1998 Affirmative Action Reviews letters dated August 13, 2001 from Nancy J. Mason to Kelly Humann, Coordinator Glaziers, Architectural Metal and Glassworkers Apprenticeship Committee; Scott Smith, Secretary Inland Empire Plumbing and Pipefitting Industry Apprenticeship Training Committee; Michael Murphy, Training Coordinator Bremerton Area Plumbers and Steamfitters Apprenticeship Committee; Michael Smith, Tacoma Millmen and Cabinet Makers Apprenticeship Committee; Robert Mehler, Secretary Pierce County Meatcutters Apprenticeship Committee; Dennis Kloid, Coordinator Southwest Washington Pipe Trades Apprenticeship Committee; Anthony Lewis, Training Director Southwest Washington Electrical Joint Apprenticeship and Training Committee; Anthony Lewis, Training Director Southwest Washington Electrical Workers Apprenticeship Committee; Rick Grant, Director of Apprenticeship Inland Northwest Chapter Associated General Contractors; Cheryl Osterlund, Coordinator Inland Northwest Masonry Apprenticeship Committee; Tom Morlock, Kaiser Aluminum & Chemical Corporation; Kenneth Dahlke, Coordinator Northwest Alloys, Inc. Apprenticeship Committee; Deven Johnson, Secretary Spokane Area Cement Finishers Apprenticeship Committee; Sam Bryant, Secretary Port Townsend Paper Corporation In-Plant Apprenticeship Committee; and Monte Roden, Chairman Cowlitz County P.U.D. Apprenticeship Committee.
44. Copy of a letter dated August 14, 2001 from Nancy J. Mason to Michael James Brady notifying him of the Department's findings on his appeal case #01-38.
45. Copy of a letter dated August 14, 2001 from Nancy J. Mason to William Bowser, Training Director Puget Sound Electrical JATC notifying him of the Department's findings on Michael Brady's appeal case # 01-38.
46. Copy of a letter dated August 14, 2001 from Nancy J. Mason to Michael Wolfe notifying him of the Department's findings on his appeal case #01-41.
47. Copy of a letter dated August 14, 2001 from Nancy J. Mason to William Bowser, Training Director Puget Sound Electrical JATC notifying him of the Department's findings on Michael Wolfe's appeal case # 01-41.
48. Copy of a letter dated August 14, 2001 from Nancy J. Mason to Offices of Administrative Hearings requesting assignment of ALJ 01-07-20-4, CWA Apprenticeship Program.
49. Copy of a letter dated August 14, 2001 from Nancy J. Mason to Douglas R. Chute returning personal mail and directing him to contact Suchi Sharma with any future correspondence.
50. Copy of a letter dated August 15, 2001 from Nancy J. Mason to Gina Ames, Apprenticeship Coordinator The Boeing/IAM Joint Apprenticeship Committee regarding WSATC's review of case # 00-08, applicant rating system and standings.
51. Copy of a letter dated August 17, 2001 from Nancy J. Mason to Kenneth L. Carpenter acknowledging the Department's receipt of his apprentice appeal and assigned case # 01-45.
52. Copy of a letter dated August 17, 2001 from Nancy J. Mason to William Bowser, Training Director Puget Sound Electrical JATC notifying him of Kenneth L. Carpenter's apprentice appeal case # 01-45.

53. Copy of a letter dated August 20, 2001 from Nancy J. Mason to Karen Carter, Training Director Northwest Washington Electrical Industry JATC responding to here request concerning work performed on Federally recognized Indian Tribal Reservation properties.
54. Copy of a letter dated August 20, 2001 from Nancy J. Mason to Jody Lemon sending him the Decision and Order on his appeal hearing, case # 01-26.
55. Copy of a letter dated August 21, 2001 from Nancy J. Mason to Rick Grant, Training Coordinator Inland Northwest Chapter Associated General Contractors Apprenticeship Committee, acknowledging receipt of their action plan for cases # 98-6 and # 99-11 Parts 1, 2, & 3.
56. Copy of a letter dated August 21, 2001 from Nancy J. Mason to Vincent M. Haas notifying him of the Department's findings on his apprentice appeal case # 01-40.
57. Copy of a letter dated August 21, 2001 from Nancy J. Mason to Gina Ames, Apprenticeship Coordinator Boeing/IAM Joint Apprenticeship Committee, notifying her of the Department's findings on Vincent Haas' apprentice appeal case # 01-40.
58. Copy of a letter dated August 28, 2001 from Carl Ritcheson, Secretary Boeing/IAM Joint Apprenticeship Committee and Dan Price, Alternate Chairperson Boeing/IAM Joint Apprenticeship Committee to Patrick Woods, Assistant Director, (cc: Nancy Mason) regarding Council's Recommendation regarding application evaluation results and ranking (case # 00-08).
59. Copy of a letter dated August 29, 2001 from Nancy J. Mason to Gregory W. Wright acknowledging receipt of his letter of appeal and assigning case # 01-46.
60. Copy of a letter dated August 29, 2001 from Nancy J. Mason to William Bowser, Training Director Puget Sound Electrical JATC notifying him of Gregory Wright's apprentice appeal, case # 01-46.
61. Copy of a letter dated September 4, 2001 from Nancy J. Mason to Kenneth L. Carpenter notifying him of the Department's findings on his apprentice appeal case # 01-45.
62. Copy of a letter dated September 4, 2001 from Nancy J. Mason to William Bowser, Training Director Puget Sound Electrical JATC, notifying him of Kenneth Carpenter's apprentice appeal case # 01-45.
63. Copy of a letter dated September 7, 2001 from Nancy J. Mason to Eric Chighizola acknowledging the Department's receipt of his apprentice appeal and assigning case # 01-47.
64. Copy of a letter dated September 7, 2001 from Nancy J. Mason to William Bowser, Training Director Puget Sound Electrical JATC notifying him of Gregory Wright's apprentice appeal, case # 01-47.
65. Copy of a letter dated September 10, 2001 from Nancy J. Mason to David Hellene, Field Representative REBOUND, notifying him of the Department's findings in case # 01-23.
66. Copy of a letter dated September 10, 2001 from Nancy J. Mason to Ardis Benson, Training Director IEC of Washington Apprenticeship and Training Committee notifying her of the Department's findings in case # 01-23.
67. Copy of a letter dated September 10, 2001 from Nancy J. Mason to Tracy Duncan, IPC/ABC, notifying her of the Department's findings on case # 01-28.
68. Copy of a letter dated September 10, 2001 from Nancy J. Mason to Stephen Smith, Coordinator Northeastern Washington – Northern Idaho Sheet Metal Apprenticeship Committee, notifying him of the Department's findings on case # 01-28.
69. Copy of a letter dated September 10, 2001 from Nancy J. Mason to Kevin Managhan, Training Director Inland Empire Electrical Training Trust, notifying him of the Department's findings on case # 01-32.
70. Copy of a letter dated September 10, 2001 from Nancy J. Mason to Tracy Duncan, IPC/ABC, notifying her of the Department's findings on case # 01-32.

71. Copy of a letter dated September 10, 2001 from Nancy J. Mason to Mark S. Johnson acknowledging the Department's receipt of his appeal of the Department's findings on case # 01-34.
72. Copy of a letter dated September 10, 2001 from Nancy J. Mason to John Eidukas, Business Representative IBEW Local Union 191, notifying him of the Department's findings on case # 01-35.
73. Copy of a letter dated September 10, 2001 from Nancy J. Mason to Tracy Duncan, IPB/ABC, notifying her of the Department's findings on case # 01-35.
74. Copy of a letter dated September 10, 2001 from Nancy J. Mason to Vince Haas acknowledging the Department's receipt of his appeal of the Department's findings on case # 01-40.
75. Copy of a letter dated September 10, 2001 from Nancy J. Mason to Mike Rohme, Chairman Floormart Inc., presenting him with "Proposed Findings of Fact, Conclusions of Law, and Order Case No. ALJ-99-01-01.
76. Copy of letters dated September 11, 2001 from Nancy J. Mason to Barbara Adolay, State Director USDOL BAT; Mark Maki, Program Supervisor Job Service Division L&I; Ronald M. Johnson, Regional Director USDOL ATELS; and Stephen Simms, Director, Apprenticeship and Training Division Oregon Bureau of Labor and Industries, notifying them of the WSATC's quarterly meeting dates and of the Reciprocity Subcommittee meeting.
77. Copy of letters dated September 11, 2001 from Nancy J. Mason to Susan Crane, Office of Port Jobs; Jesse Lill, Lill Construction Company; and Pete Crow, Plumbers and Steamfitters Local 44, notifying them of the date and time of the Reciprocity Subcommittee meeting.
78. Copy of a letter dated September 11, 2001 from Nancy J. Mason to Kevin Peck, Law Offices of Mann and Peck, in response to the Department's findings on Vartan Dixon's case # 00-24.
79. Copy of a letter dated September 11, 2001 from Nancy J. Mason to Tracy Duncan, IPC/ABC, in response to her correspondence dated July 31, 2001 concerning WAC 296-04-270.
80. Copy of a letter dated September 17, 2001 from Nancy J. Mason to Kevin Managhan, Training Director Inland Empire Electrical Training Trust, notifying him of the Department's findings on case # 01-32 (should have been labeled 01-36).
81. Copy of a letter dated September 10, 2001 from Nancy J. Mason to Tracy Duncan, IPC/ABC, notifying her of the Department's findings on case # 01-32 (should have been labeled 01-36).
82. Copy of a letter dated September 17, 2001 from Nancy J. Mason to Ralph J. Gwerder acknowledging the Department's receipt of his appeal and assigned case # 01-48.
83. Copy of a letter dated September 17, 2001 from Nancy J. Mason to William Bowser, Training Director Puget Sound Electrical JATC, notifying him of Apprentice Ralph J. Gwerder's appeal case # 01-48.
84. Copy of a letter dated September 17, 2001 from Nancy J. Mason to Tracy Duncan, IPC/ABC, acknowledging the Department's receipt of her July 31, 2001 letters appealing cases # 00-04, 00-06, 00-09, 00-13, 00-22, 00-23, 00-34, 01-24, 01-25, 98-1, 98-3, 98-7, and 99-15.
85. Copy of the Washington Apprenticeship and Training Council's Meeting Notice from Patrick Woods, WSATC Secretary, to the public, sent out on September 17, 2001.
86. Copy of a letter dated September 18, 2001 to Nancy Mason from Tracy Duncan, IPC/ABC, requesting further finding information on case # 01-28.
87. Copy of a letter dated September 18, 2001 to Nancy Mason from Tracy Duncan, IPC/ABC, requesting further finding information on case # 01-32.
88. Copy of a letter dated September 18, 2001 from Kelly Humann, Training Coordinator Glaziers, Architectural Metal and Glassworkers JATC, to Nancy Mason responding to Ms. Mason's August 13 2001 letter of request of a report on the current working apprentices in their program.

89. Copy of a letter dated September 19, 2001 from Nancy J. Mason to Tracy Duncan, IPC/ABC, notifying her of the Department's findings on case # 01-30.
90. Copy of a letter dated September 19, 2001 from Nancy J. Mason to Ian Walton, Field Representative REBOUND, notifying him of the Department's findings on case # 01-30.
91. Copy of a letter dated September 19, 2001 from Nancy J. Mason to Gregory W. Wright notifying him of the Department's findings on his apprentice appeal case # 01-46.
92. Copy of a letter dated September 19, 2001 from Nancy J. Mason to William Bowser, Training Director Puget Sound Electrical JATC, notifying him of the Department's findings on Gregory Wright's apprentice appeal case # 01-46.
93. Copy of a letter dated September 19, 2001 from Tracy Duncan, IPC/ABC, to the L&I Public Disclosure Unit requesting copy of case # 01-32 file folder.
94. Copy of a letter dated September 19, 2001 from Tracy Duncan, IPC/ABC, to the L&I Public Disclosure Unit requesting copy of case # 01-28 file folder.
95. Copy of a letter dated September 19, 2001 from Tracy Duncan, IPC/ABC, to the L&I Public Disclosure Unit requesting copy of all investigations conducted by the Apprenticeship Section from January 1997 through September 2001.
96. Copy of a letter dated September 20, 2001 from Tom Lash, REBOUND, to Ms. Julie Donaldson, L&I Public Disclosure Section, requesting the names of all apprentices currently enrolled in approved CITC apprenticeship programs and a list of their approved training agents.
97. Copy of a letter dated September 20, 2001 from Nancy J. Mason to Tracy Duncan, IPC/ABC, regarding her July 5, 2001 and August 10, 2001 letters concerning residential trainees.
98. Copy of a letter dated September 20, 2001 from Nancy J. Mason to Tracy Duncan, IPC/ABC, acknowledging receipt of her July 31, 2001 letters regarding RSI hours for thirteen different programs and assigning these programs case #'s 01-49, 01-50, 01-51, 01-52, 01-53, 01-54, 01-55, 01-56, 01-57, 01-58, 01-59, 01-60, and 01-61.
99. Copy of letters dated September 20, 2001 from Nancy J. Mason to Sam Bryant, Secretary Port Townsend Paper Corporation In-Plant Apprenticeship Committee; Kelly Humann, Coordinator Glaziers, Architectural Metal and Glassworkers Apprenticeship Committee; Michael Smith, Secretary Tacoma Millmen and Cabinet Makers Apprenticeship Committee; Brian E. Smith, Secretary Vancouver Machinists and Automotive Machinists Apprenticeship Committee; Cheryl Osterlund, Coordinator Inland Northwest Masonry Apprenticeship Committee; Scott Smith, Secretary Inland Empire Plumbing and Pipefitting Industry Apprenticeship Training Committee; Tom Hook, Secretary Douglas County Public Utility District No. 1 Apprenticeship Committee; Randall Teague, Coordinator Central Washington Carpenters and Millmen Apprenticeship Committee; Michael Murphy, Training Coordinator Bremerton Area Plumbers and Steamfitters Apprenticeship Committee; Rondy Crawford, Western States Area Coordinator Western States Boilermakers Apprenticeship Committee; Ronald D. Raff, Secretary Lewis County P.U.D. No 1 Lineman Apprenticeship Program; and David R. Hutchins, Training Director Western Washington Stationary Engineers Apprenticeship Program, regarding 1997/1998 Affirmative Action Review.
100. Copy of a letter dated September 20, 2001 from Nancy J. Mason to Carl Ritcheson, Secretary The Boeing/IAM Joint Apprenticeship Committee acknowledging the Department's receipt of his August 28, 2001 letter regarding his concerns about the WSATC recommendation of informing apprentice applicants of their evaluation results and ranking.
101. Copy of a letter dated September from Tracy Duncan, IPC/ABC, to Nancy Mason requesting an update on case # 00-20.

102. Copy of a letter dated September 24, 2001 from Nancy J. Mason to Linda Kaminiski, President Yakima Valley Community College, regarding concerns about workforce retraining dollars and funding no longer being used to provide apprenticeship preparation classes.
103. Copy of a letter dated September 24, 2001 from Nancy J. Mason to Stephen Smith, Coordinator Northeastern Washington-Northern Idaho Sheet Metal Apprenticeship Committee, notifying him of the Department's findings on case # 01-31.
104. Copy of a letter dated September 24, 2001 from Nancy J. Mason to Tracy Duncan, IPC/ABC, notifying her of the Department's findings on case # 01-31.
105. Copy of a letter dated September 24, 2001 from Nancy J. Mason to Tracy Duncan, IPC/ABC, acknowledging her August 20, 2001 letter seeking guidance from the Department regarding apprentices once they have completed their requirements.
106. Copy of a letter dated October 1, 2001 from Tracy Duncan, IPC/ABC, to Nancy J. Mason appealing the Department's recommendation to cancel the ABC plumber standards based on part to Case # 01-30.
107. Copy of a letter dated October 1, 2001 (should have been the 9th) from Nancy J. Mason to Tracy Duncan, IPC/ABC, acknowledging receipt of her October 1, 2001 letter, case # 01-30.
108. Copy of a letter dated October 1, 2001 from Nancy J. Mason to Tracy Duncan, IPC/ABC, acknowledging her September 18, 2001 on case # 01-35.
109. Copy of a letter dated October 2, 2001 from Nancy J. Mason to Kenneth L. Carpenter acknowledging receipt of his August 26, 2001 letter appealing the Department's decision to uphold the cancellation of his apprenticeship and notifying him of the appeal hearing of his case # 01-45.
110. Copy of a letter dated October 4 2001 from Nancy J. Mason to Steven Simms, Director Oregon State Apprenticeship and Training Division, updating him on JRT Mechanical, Inc./Area 1 Plumbers JATC.
111. Copy of a letter dated October 4, 2001 from Nancy J. Mason to Tracy Duncan, IPC/ABC, responding to her September 24, 2001 letter on Case # 00-20.
112. Copy of a letter dated October 4, 2001 from Nancy J. Mason to William Bowser, Training Director Puget Sound Electrical JATC, notifying him of the Department's findings on case # 01-47.
113. Copy of a letter dated October 4, 2001 from Nancy J. Mason to Eric Chighizola notifying him of the Department's findings of his apprentice appeal # 01-47.
114. Copy of a letter dated October 5, 2001 from Nancy J. Mason to Tracy Duncan, IPC/ABC, acknowledging her letter of concern dated September 19, 2001 and assigning case # 01-62.
115. Copy of a letter dated October 5, 2001 from Nancy J. Mason to Kevin Managhan, Training Director Inland Empire Electrical Training Trust, notifying him of a letter of concern from IPC/ABC on assigned case # 01-62.
116. Copy of a letter dated October 5, 2001 from Nancy J. Mason to Tracy Duncan, IPC/ABC, acknowledging her letter of concern dated September 20, 2001 and assigning case # 01-63.
117. Copy of a letter dated October 5, 2001 from Nancy J. Mason to Kevin Managhan, Training Director Inland Empire Electrical Training Trust, notifying him of a letter of concern from IPC/ABC on assigned case # 01-63.
118. Copy of a letter dated October 5, 2001 from Nancy J. Mason to Robert Caswell acknowledging the Department's receipt of his letter of appeal and assigning case # 01-64.
119. Copy of a letter dated October 5, 2001 from Nancy J. Mason to William C. Misocky, Training Director Seattle Area Plumbing & Pipefitting Industry Journeymen & Apprentice Training Committee, notifying him of apprentice appeal # case 01-64.
120. Copy of a letter dated October 8, 2001 to Nancy Mason from Tracy Duncan, IPC/ABC, requesting further finding information on case # 01-31.

121. Copy of a Notice of Appeal to Nancy Mason from Stephen Drummond, IPC/ABC attorney, received by the Department on October 9, 2001.
122. Copy of a letter dated October 12, 2001 from Nancy J. Mason to Ralph J. Gwerder, notifying him of the Department's findings on his appeal case # 01-48.
123. Copy of a letter dated October 12, 2001 from Nancy J. Mason to William Bowser, Training Director Puget Sound Electrical JATC, notifying him of the Department's findings on Gwerder appeal case # 01-48.
124. Copy of a memo dated October 15, 2001 from SuAnne Pettit to all parties concerning ARC Electric & Inland Empire Electrical Training Trust, correcting the case file number on September 17, 2001 correspondence from case # 32 to # 36.

REPORTS:

Labor and Industries Affirmative Action Advisory Committee

Lisa Rose, Apprentice Opportunities Project (AOP) Employment Coordinator reported: The Labor and Industry Affirmative Action Advisory Committee met yesterday, October 17th, right after the apprenticeship state coordinator's meeting. An announcement was made that as Melinda Nichols is returning to the City of Seattle, the executive director position for the ANEW program is open until October 26th. She also made a brief report that several women from Washington State attended a national tradeswomen conference in Denver last weekend, including Pam Doss, Julie Beck, and herself. The guest speaker was Greg Mowat, the project labor agreement specialist for the Sound Transit project. The Sound Transit project is a tri-county (Pierce, King, and Snohomish), 10 to 12-year project that had EEO goals and 20 percent apprenticeship goals. Greg emphasized that he believes in a very proactive approach for achieving these goals and he very much encourages very strong input from the apprenticeship community to help them with the apprenticeship implementation.

Washington State Department of Transportation

Brenda Richardson, Director WSDOT Office of Equal Opportunity, introduced Willie Harris. Mr. Harris serves as the Western Resource Center Civil Rights Director for the Federal Highway Administration (FHWA), Western Resource Center out of San Francisco, California.

Willie Harris reported: The Washington State Department of Transportation asked him to provide some information about the OJT program. Over the years there has been a lot of controversy about apprenticeship programs versus what the Federal Highway Administration requirements in our OJT program. Mr. Harris addressed these issues, as well as the impact, or the lack thereof, of I-200 on the Federal Highway Administration's civil rights requirements. He spoke on the cooperation between the unions, the contractors, and the Washington State DOT personnel.

His primary focus was to give a little bit of background and history, in terms of why they require OJT training programs. He clarified that the Federal Highway Administration does not make any distinction between union and nonunion contractors, or apprentices and on-the-job training trainees. We apply our requirement through the state DOT evenly across the board.

The Federal Highway Administration heavy highway plans originally were training plans developed by states pursuant to Section 22 of the Federal-Aid Highway Act of 1968. Under Section 22, state highway agencies were required to certify that they were in existence and available, apprenticeship skilled improvements or other upgrading programs registered with the US Department of Labor or the appropriate state agency which provided equal opportunity for training and employment without regard to race, color, creed, or national origin.

To implement the equal employment opportunity requirements of the 1968 act, the Federal Highway Administration issued FHWA Order Interim 7-2 in October of 1968. The primary thrust of the order dealt with pre-qualifications of federal-aid contractors and subcontractors with regard to the equal employment opportunity program requirements. To qualify, contractors had to submit for approval an affirmative action

plan for their firm and the state was required, for the first time, to approve the training programs or accept the US Department of Labor programs by which the contractor operated.

This same FHWA order required contractors to place training programs that adequately provide for overcoming any path deficiencies in the contractor's employment. In September of 1970, the Federal Highway Administration Order 7-2(2) was issued to establish a continuing on-the-job training program for federal-aid highway construction projects. This training requirement was intended to supplement and encourage participation in the then-existing training programs operated by contractor associations, labor unions, and other organizations.

Under the Federal Highway Administration Order 7-2(2), the Federal Highway Administration established a policy to require training on projects selected by state highway agencies, and where such training was not approved by the US Department of Labor, the Federal Highway Administration division administrators were given that approval authority.

Under the policy, the training and upgrading of members of minority and women groups, as well as any disadvantaged individuals, were established as the primary objective of the order. That same order was later incorporated into each state's selected contract, in what we call the training special provision, or the TSP, requirements.

More importantly, the order provided clearly the authority for state highway DOT's, or state highway agencies, and FHWA approval of training programs, provided that such programs were designed to meet the equal opportunity requirements and federal-aid highway construction contracts, and qualify the average trainee for journey level status upon completion of that training. This requirement is still in existence today, again, on our TSP provision placed in selected contracts by state DOT's, not by the Federal Highway Administration.

In December of 1970, the Federal Highway Administration issued a policy on the establishment of standards that were to be met in order for training programs to be approved under the 7-2(2) initiative. Although the standards themselves were never specified, the standards in each training program had to address the development of four journey level completions as a primary objective in the training and upgrading of minority groups and women, specify minimum length and type of training, establish minimum wage rates, provide training certificates, and address provisions for retention of records for a certain amount of time.

Programs that met these standards were submitted by state highway agencies to the Federal Highway Administration division office for approval. This policy, referred to as Instructional Memorandum 40-2 - 40-3(70), provided that employment pursuant to such approved programs was exempt from the minimum wage rate provision of 23 USC 113. However, no training program was to be approved which provided for trainee wage less than required by Order 7-2(2), which required a wage rate not to be less than 60, 70, 90, and 100 percent progression.

Again, the training programs approved by the Department of Labor did not need to be approved by the state highway agency or the Federal Highway Administration, nor are they required to do so today.

In the Federal-Aid Highway Act of 1970, enacted in December of 1970, Section 110 authorized the secretary of transportation to develop, conduct, and administer highway training programs and skilled improvement programs for construction workers. It seems that the law was intended to provide a supportive services program designed to increase the overall effectiveness of the OJT training program established under the FHWA Order 7-2(2).

To implement this statute, the Federal Highway Administration issued in May of 1971, FHWA Order 7-2(3). This created an OJT supportive services component of the training program required - required under 7-2(2). Thus the Federal-Aid Highway Act of 1970, under Section 110 established the current OJT supportive services program each state highway agency operates under today, under USC 140(b). These supportive services provide for counseling, recruiting of targeted groups, pre-entry and off-season training, and other areas approved by the Federal Highway Administration and the state DOT's.

Under 23 CFR 230, training requirements continue to be imposed by the state highway agencies on selected projects by means of a special contract provision. And again, we refer to it as the special training provision requirements. Under the same provisions, contractors are also reimbursed 80 cents per hour of training, and some states allow contractors to bid on this item as a bid item itself, which exceeds the 80 cents an hour. Washington State is one of those states.

Since the inception of these OJT training initiatives, little has been done to assess the effectiveness of the training under 23 CFR 230. And I must admit right up front, the Federal Highway Administration has been remiss, probably more so than the state DOT's in that. In my opinion, we have not done a very good job in terms of providing guidance and direction to the states in terms of what our expectations are.

Although it seems clear that the training programs have benefited contractors in forms of costs associated with exemption from minimum wage requirements, little evidence exists to indicate that training programs have benefited the intended recipient - the trainee - in terms of providing marketable skills and higher paying classifications. Now, we recognize that in the apprenticeship program this is not the case. In the apprenticeship program, those skills are very marketable.

FHWA's duty now is to somehow measure what has succeeded and get rid of those things that have not worked in the OJT training program.

Lastly, the Federal Highway Administration OJT program requirements are not intended and do not try to take the place of apprenticeship programs. I want to make that very, very clear.

Now let me turn to another topic or issue that I've been asked to address. As all of you are aware, I-200, which was passed in the State of Washington, similar to the California Proposition 209, eliminates programs that provide for affirmative action in state government. While this is a chilling effect on state programs, the federal-aid highway program is not affected. All of the federal affirmative - affirmative action programs that are required by 49 CFR and 23 USC and CFR are not affected by I-200. Affirmative action, internally as well as externally, that is required and requirements placed upon the Washington State Department of Transportation remain in force and effect and are not removed by I-200.

There has been also some concern expressed about overburdening contractors with civil rights requirements. Let me address this by simply stating that the reality of the matter is very simple. Every contractor who bids on a State DOT federal-aid highway project knows that there will be civil rights requirements on that project, as this is stipulated in the invitation for bid. So all bidders know these things, are going to be required up front.

These requirements are not new, as most have been around since the late '60's and early '70's. These requirements are simply a cost of doing business. And every contractor is expected to fulfill the requirements or demonstrate a good-faith effort in doing so. To be successful in fulfilling these requirements, it is essential that contractors and unions work together, along with the Washington State DOT personnel. Washington State DOT personnel are very talented people who can and will assist contractors and unions in the fulfillment of the civil rights requirement.

However, it is incumbent upon both the contractors and the unions to let the state know what the needs are early on, not at the end of a project. This has been one of the problems over the years, so I urge you union representatives and the contractors to use a very valuable asset that is really - ready, willing, and able to assist you. And that is the Washington State DOT personnel.

And lastly, I would like to thank the Washington State Apprenticeship Training Council for the opportunity to share these comments. I hope that the information that I have provided to you has been worthwhile and useful, or will be useful for you in the future. I hope that I've cleared up some of the questions about I-200, about the OJT program that the Federal Highway Administration requires through state DOT's, and any other issues that you may have concerning OJT.

I don't know what the protocol system is here, but if anyone has any questions they would like to ask of me and if it's appropriate, I will address those. Thank you very much."

COUNCILMEMBER NICHOLS asked Mr. Harris if there is statistical data relative to the success of apprenticeship graduates versus OJT participants, and if so, how would one get this information. Mr. Harris replied that the Federal Highway Administration OJT program doesn't have, nationally, those types of statistics. However, each state is required to keep an ongoing record about participants in their individual programs. Any information that you want about any state OJT program you can contact that state, and that state will provide the information for you.

CHAIRMAN NEWELL asked if this would also include the number of OJT trainees that have gone on to be journeymen. Mr. Harris answered in the affirmative.

Employment Security Department

Ken Pugh, Employment and Training Division of Employment Security. He helped develop and manage incumbent worker and Industries of the future SKILLS training.

Mr. Pugh reported: "When we were enacted on July 1st of last year, it allowed the state to spend funds on incumbent worker training. It's a new activity for us. Since that time, we've dedicated a million dollars to serve workers in the food and agricultural industry and the high tech - and high tech occupations. This year we've committed \$1.2 million to train people through the Industries of the Future SKILLS Training.

The focus, we use skills - Industries of the Future SKILLS Training as a way to focus and direct our resources. The purpose of the Industries of the Future is to address industry training needs in the context of senatorial and clustered economic development.

Primary goal of the skills training is to reduce the skills gap to provide employers with skilled employees and to provide workers with skills that will help them prevent layoff and increase their earnings.

Secondary goal of the program is to assist in the economic development arena. We hope to be able to create new living-wage jobs for more workers in Washington State.

One of the reasons I'm here is the partnerships are essential to the success of the Industries of the Future SKILLS Training. We have a project under way right now in Eastern Washington that is operating through the Workforce Development Council, Tri-County Workforce Development Council. It includes a labor management council, four WDC's, about six training providers, and multiple employers in that area. Since January, they have been able to train 175 workers from 63 different plants for an average cost of \$534. Most of these workers have been able to achieve, or obtain skill certificates as a result of their training.

Currently, we, in cooperation and partnership with the State Board for Community and Technical Colleges, the Workforce Training and Education Board, on August 17th we released request for proposals for the program development, skills development, and Industries of the Future SKILLS Training. Deadline for receiving those applications is tomorrow. We know that there's at least one labor organization trust group that has applied for that training. We're anxious to see how we're going to come out on that.

In the future, if all of the funds aren't expended through this current round, we expect to have a second round and we're here to invite you and the people who develop your training programs to take a look at the Industries of the Future SKILLS Training as a possible resource fund. Thanks."

COUNCILMEMBER CARTER expressed a concern that in the apprenticeship community, regarding apprentices who are laid off from their positions when their position is finished, and they attempt to call the 1-800 number to register for unemployment, they are either asked to call back or they are left on hold for as long as 45 minutes to an hour. Is there anything that can be done to correct this issue?

MR. PUGH replied that he comes from Education & Training and that the Unemployment Insurance division would handle Ms. Carter's concern. However, he would be happy to take this issue back to ESD and will do as much as he possibly can to get her an answer.

Apprenticeship Training, Employer, and Labor Services (ATELS)

No report.

General Administration, State of Washington

John Lynch, Assistant Director at the Department of General Administration, managing the Division of Engineering and Architectural Services.

He reported: "Our job is to manage design and construction projects for the State of Washington. And we administer about 60 percent of the construction projects that are funded by the state legislature or state government.

Since the Governor's executive order was issued on apprenticeship, we have bid about nine projects with mandatory apprenticeship requirements, and I have those listed on this blue sheet. There's a stack of them there. Those projects, I'm pleased to say, have gone very well. We've had remarkably few problems with those. The earliest ones we bid are just now finishing up, and I'm real happy that the program is working as well as it is.

In the '01-'03 biennium, we have more than 30 projects on the list to be bid, and these are major projects above \$2 million. Those are listed on the kind-of-yellow pages. Unfortunately, and one reason I came here this morning is to just let you know that those projects, at this time, are essentially on hold. Most of them are. This is because of the economic forecast, the Office of Financial Management has put a pause on allotting funds to state agencies to pay for those design and construction projects. And specifically the pause is on funds that come from general obligation bonds, and that's most of our projects. Some of our projects are funded by other money, and those are proceeding, such as the legislative building in Olympia.

A few of the bond-funded projects are also proceeding. The special commitment center at McNeil Island is one of those. But for the most part, we think that 30 or more projects are going to be held up for about six months or possibly a little more.

The economic forecast that's due to come out in November will probably give OFM and the legislature a lot more information as to what they're going to do. I believe that if the economic forecast tells them they have to reduce the number of capital projects in this biennium's budget, then the legislature will have to make that decision as to which projects get cut, which ones go forward. So therefore, until they come back and decide, none of the projects are going forward, unfortunately.

So for now, it's kind of a wait and see, see how the economic forecast looks. But the legislature will ultimately fund, I hope, most of those '01-'03 projects. So for the apprenticeship program, what you can look forward to is a delay in the projects and probably fewer state projects ultimately bid this next biennium."

SECRETARY WOODS commented: "I'd like to make a comment. I just want to express the appreciation from the Department of Labor and Industries for all the work that John and his staff have done. This has not been an easy issue. All of us that have worked on the executive order encountered some concerns when this was being developed that would we be able to get the necessary percentage of participation by apprenticeship. The only way we would have been able to accomplish that is through the work of John and his staff and the staff at L&I. And I just wanted to express the appreciation for all of the work that has gone on."

Higher Education Board

Mike Ball, Director of the Higher Education Coordinating Board, State Approving Agency, reported: "We're responsible for the approval and monitoring of training programs for the use of veterans' benefits.

We work on the federal fiscal year, so we've just completed that, as of the end of September. And I want to give you a very brief summary of some of our activities during that prior fiscal year.

During the last year we had approved the training programs of 110 organizations. In those 110 organizations, we had 856 trainees that were receiving veteran's benefits. The largest block of those individuals were in the law enforcements/corrections area. The second largest block was in the electrical trades area.

During the year our staff was able to visit 69 of our approved organizations, either to render technical assistance or to fulfill the other function that we have: Monitoring and insuring compliance with federal regulations in terms of record keeping.

Since we are at the beginning of a new year and at the end of an old one, I do want to thank all of our training coordinators and the Council for all the support they've given us, but particularly the support they've given the veterans. I know we're receiving a lot of calls now from organizations because of the calling up of reservists. And we appreciate the support that all the organizations are giving."

Oregon State Apprenticeship and Training Council

Steve Simms reported: "I briefly want to talk about a couple of things going on in Oregon and then have Bruce Wilde talk about some program issues that may be of interest to you.

First of all, we appreciate the fact that you are here in our backyard. We've had a great opportunity to work with your staff. A joint training session between your staff and our staff on Monday went very well at the Clark County Skills Center. I think it was very beneficial. We spent a lot of time talking about outreach and recruitment. I really do think not only did our staff get a chance to share ideas about those issues, but also about some deeper problems, such as compliance and expansion. So that was very beneficial for us.

You will have a report later on your agenda from the Reciprocity Committee. We met yesterday. I think we made some progress towards changes to the agreement, improvements in the agreement. I won't get into too much detail on that, because you will have the report later on.

But as far as the State of Oregon is concerned, we believe that reciprocity agreement is working great for our contractors, for our apprentices. It gives them the opportunity to be truly portable.

We will have a reception this evening at 5:30 for you and members from the Oregon State Apprenticeship and Training Council. The reception will take place right across the river at the NECA-IBEW Training Center. I'm sure that Nancy will provide you all with directions to that event that will begin at 5:30.

As far as program issues, one thing that I'd like to talk about briefly is, now that we have such a good working relationship with Washington State, we're turning our energy to other areas, such as the compliance function and the educational function. We will be spending more time in Oregon working with our community college system to see what changes we can make in the funding stream as to how FTE are dispersed for the apprenticeship function. Nancy informed me yesterday that she is in the process of entering into those same conversations in Washington State. So I'm hoping once again that we can partner with one another and use that energy to get to the same place in both states.

With that, I would like to turn it over to Bruce Wilde to talk about a couple of program issues."

Bruce WILDE reported: "It's a pleasure to be with you, as always. Just wanted to talk a little bit about the compliance reviews, affirmative action reviews, in the state of Oregon. In 1997 our council set forth a directive to staff that they wanted to do a full-blown review of both program operation compliance and affirmative action on every program for three years. We have completed that so that each one of our programs have had three years of full reviews.

This year we're on a process now where we will do the full-blown review on each and every program every three years. And we will do an affirmative action review on the other two-thirds of our programs in the state of Oregon.

By December of this year, we will have done a review on every program in the state of Oregon this year. And the process that we moved into now is that we have broken the year into quarters. So the programs that we reviewed in the first quarter of this year, we were looking at their operational issues for the year 2000. The programs then were reviewed in the second quarter of this year, we were looking at their program operations and affirmative action for the year of 2000 and the first quarter of this year. And so we've progressed through so that we're looking at programs and we're looking at the current activity of that program, rather than something that was a year ago, two years ago, or three years ago.

Most of our committees in Oregon feel that this is giving them assistance in moving forward and correcting deficiencies in a timely manner. We have also instituted a follow-up process where, as a committee responds to their compliance review and says 'We will fix this item in a specific time frame,' we're tracking that so that if they said they'll fix something in March, if it isn't fixed, then we go back to the committee, remind them of their agreement to have those items fixed. And if they don't fix them in a reasonable period of time, we would then move that on in a report to the Council. I think that is assisting all of our programs in staying current.

At the September Oregon council meeting, the Oregon State Apprenticeship and Training Council approved the first set of elevator constructor standards for a registered apprenticeship program in the nation. That program currently has 15 apprentices in it, and you will see on your agenda today that they are requesting recognition of their committee. Their collective bargaining agreement also covers the five and a half southwest counties of Washington. And upon approval of their committee today, they will then develop companion standards that they will bring back to the Council at your next quarterly meeting. Thank you."

State Board for Community and Technical Colleges

Rebecca Rhodes reported: "The RSI training committee met on September 21st and reviewed five RSI plans. The State Board continues to find this a valuable process and we would like to thank the coordinators who have served as subject matter experts in these meetings.

Secondly, as you know, the State Board has committed ten percent of our enrollment growth for this biennium to apprenticeship programs. And based on input from apprenticeship coordinators and the colleges, we issued about \$900,000 of this funding in a competitive RFP process and will be allocating approximately \$100,000 throughout the year to help programs respond to emerging needs throughout the state.

We received 26 applications for the competitive RFP process with requests totaling \$1.4 million. A review panel of ten, five apprenticeship coordinators and five college staff, reviewed the proposals and made funding recommendations to the State Board. And based on these recommendations, 21 applications will be receiving funding. Award letters are scheduled to go out early next week. Thank you."

Workforce Training and Education Coordinating Board

Ellen O'Brien Saunders reported: "At the end of last week, the workforce board, together with a variety of other cosponsors, sponsored a workforce development leadership conference in Walla Walla, Washington. And we had to shut down registration for this conference. It was oversubscribed. It was a tremendous success, I think. But I wanted to give special appreciation to Patrick Woods and Nancy Mason who came over to do a panel on apprenticeship. We wanted to make sure the people understood apprenticeship – what the opportunities were for apprenticeship in closing the skills gap.

We had employers on the panel. Anne Wetmore had organized it and it was, I think, very successful. I wasn't there, but I heard very good reports from it. Nancy brought a full library of materials for people to take away with them.

The feedback on the conference was extremely positive. And my suspicion is, we're going to be forced to repeat this, probably on the west side next year. But we'll keep you informed and enlist your co-sponsorship as well so that we can make sure to get a unified message.

The Board, as you know, every couple of years develops a strategic plan for workforce development called High Skills, High Wages. We began this six, eight years ago, and every couple of years the legislature has required that we update that plan. And we are beginning the process of updating 2000 version for issuing in 2002.

And we have a couple of special areas of emphasis this time around. One is the labor force, the outcomes of the preparation of target populations for a success in the world of work that includes women, people with color, and people with disabilities. We are going to have a meeting, a special work group to work on that issue for us, and

I wanted to alert you to that and to have you and the Council suggest people that might join us for that conversation. It's a very open process.

The second issue that we're going to be giving a special attention to is youth. With the declining growth in the labor market - in the labor force, it's increasingly important that we don't let kids drift, and that we actually pay - help pay attention to their career development, et cetera.

The Board has always been keenly interested in youth and whether the schools and their partners are doing a good enough job of helping orient them to all of the opportunities that the world of work offers, and to help them prepare in the K-12 system for success and further education in the world of work. But this time we're going to give it a special emphasis and I hope that we'll be able to strengthen the final product. I'm delighted to be here. I've missed a couple of meetings and I've regretted it.

It's good to see old friends. If have you any questions, please let me know. Thank you.”

Washington State Coordinators' Association

William Bowser reported on behalf of Spencer Schwegler, Chairman: “The State Coordinators Association met yesterday, the 17th, at 1:00 p.m. Nancy Mason, Program Manager, reported on the Department's accomplishments over the quarter, recommended that all JATC's support those called to active military duty by accommodating a leave of absence or suspension while they're serving their country.

Dennis Williamson, Chair of the Eastern Washington Coordinators Association, reported on the meeting that they held in Ritzville on October 12th. And William Bowser, Chair of the Western Washington Coordinators Association, reported on their meeting that was held on October 12th also, in Renton.

Spencer Schwegler reported on HR 1950, and invited everyone to attend the retirement party last night for Ernie Bennett. And the coordinators motioned, seconded, and carried to supply him with a gift certificate on the event of his retirement and expressed our collective gratitude for his years of service and wish him well.

Also Rebecca Rhodes reported from the State Board of Community and Technical Colleges. The report was the same that she issued here just earlier. Thank you.”

Office of Superintendent Public Instruction

Mike Opp, from the Career and Tech Ed unit of the OSPI, reported: “I last reported on new program standards for all career and tech ed programs in Washington State. That was assigned for us from the 2001 Washington legislature. This morning I'd like to give a brief report on just a small fraction of one of the developments in these standards.

Many things are still under development, and one standard that's still under development is the safety standard, which requires all programs in Washington State to have a safety plan, provide safety instruction, have safety inspections of facilities, and other safety requirements for specific programs.

We formed a committee, which is made up of many aspects of industry, many aspects of labor, and of course, school insurance companies. And we looked at our guide and came up with a product that we think will help programs, students, and instructors meet the standard. We are proud of the fact that we are weeks away of our final draft, which will be posted on the Superintendent's Office of Public Instruction web site for validation.

I would thank the people in this room who served on this committee and also thank you for the time to share just a little piece of what's happening from OSPI and tech ed.”

Secretary, Washington State Apprenticeship and Training Council

Patrick Woods reported: “With all of the activities that have gone on over the last couple of years, sometimes I think we miss the progress that apprenticeship has truly demonstrated. Some of the things that you heard this morning are part of that.

The presentation by John Lynch on the set-aside was an executive order that occurred last year. It was something that was quite new to this state, but has been a great success and we want to acknowledge that. The Governor's executive order required 10 to 15 percent participation by apprentices on the public works projects and is part of the commitment to encouraging apprenticeship.

In addition, similar to some other states, we've heard that California has also increased their budgeting for apprenticeship. I think we are part of that trend and recognizing the importance and the benefits that apprenticeship brings.

We've also had the increase in funding for the community colleges, as we mentioned. And really a key element in the last year has been the passage of House Bill 1234, signed by the governor and that came into effect in the summer of this year, insuring that apprenticeship is open to wide sector of industry.

The other areas that we are seeing the commitment by the administration in promoting apprenticeship, we recently got the news that our computer system will be rewritten in a web-based application allowing the public and more participants in apprenticeship. This is something that's key, because we were competing with many other state agencies in a very tight fiscal arena for general fund dollars. When we received the notice - which we did not anticipate we would get with all of the activity going on - of the approval of this, which was fully funded, the reasoning behind it was, it is Governor's priority. It's one of the few projects that was funded and we just wanted to recognize that.

A couple of other elements that I just wanted to highlight for you – you've heard from Ellen O'Brien Saunders on the workforce conference. It was extremely beneficial. Ellen did communicate the energy that occurred around that. There was a lot of excitement, with the combination of economic vitality and the need for a competent workforce. Apprenticeship was part of that forum and we received a lot of recognition, both in the plenary sessions and I think it's important to recognize it's your work. It's the work of the people here and both at the podium, but also out in the audience. There are many of us that are new to apprenticeship. It's really the long-term commitment of the people in this room that have made it a success.

Lastly, we are receiving requests due in part to this legislation that passed on apprenticeship for public forums to give presentations. I would like to encourage all of the members of the Council and all of the individuals involved with apprenticeship who truly have a profound knowledge of what apprenticeship is all about, to join us in these public forums. If you are available, let us know. If you would put your name in to Nancy and let folks know that you are available for those presentations, because it makes so much more sense to have you there, that's been involved with apprenticeship, I think, instead of myself, who is somewhat the dilettante in that arena.

Finally, I want to let you know that we have some outreach teams that are going on. But one outreach area, there is a gentleman here, Troy Hill from KOMO, and he's in the back of the room waving. And Troy has been working with the apprenticeship community trying to let folks know that the state's best kept secret needs to be spread out and those opportunities for young people need to be availed of. Thank you.”

WSATC Affirmative Action Subcommittee

Pete Crow, Chairman, reported: “Yesterday we had a meeting. Council members present were Pete Crow, LaFrank Newell, Jess Lill, and later Karen Carter.

Under old business:

1. Case 00-08 Taiwane Payne and Boeing JATC. LaFrank, as a Boeing employee, recused himself from this part of the proceedings. The Washington State Apprenticeship and Training Council Affirmative Action Subcommittee will take Sherri Williams' testimony under advisement and wait for Patrick Wood's response to JATC's 8/28/01 letter regarding the Council's recommendation regarding application evaluation results and ranking.

2. Bremerton Area Plumber - Plumbers and Steamfitters Apprenticeship Committee. Moved, seconded, and carried to find in compliance by good-faith effort for 1997-1998.
3. Central Washington Carpenters and Millmen Apprenticeship Committee. Moved, seconded, and carried to find in compliance by good-faith effort for 1997 and 1998. Program will return in six months to review progress.
4. Douglas County PUD Apprenticeship Committee, District No. 1. Moved, seconded, and carried that the Douglas County Public Utilities District No. 1 Apprenticeship Committee be notified that their program shall be cancelled for noncompliance and that they should come to the next quarterly meeting or appeal the Washington State Apprenticeship Training Council Affirmative Action Subcommittee's motion.
5. Glazier, Architectural Metal and Glass Workers Apprenticeship Committee. No longer under sanction. However, will continue with quarterly reports. Moved, seconded, and carried to find in compliance by good-faith effort for 1997-1998.
6. Inland Empire Plumbers, Residential Plumbers, Steamfitters, and Refrigeration Fitters Apprenticeship Committee. Moved, seconded, and carried to find program in compliance by good-faith effort for 1997 and 1998.
7. Inland Northwest Masonry Apprenticeship Committee. Moved, seconded, and carried to find in compliance by good-faith effort. Program will return in six months for review of their progress.
8. Port Townsend Paper Corporation In-Plant Apprenticeship Committee. Moved, seconded, and carried to find the program in compliance by good-faith effort for 1997-1998.
9. Tacoma Millmen and Cabinet Makers Apprenticeship Committee. Moved, seconded, and carried to find in compliance by good-faith effort for 1997-1998.
10. Vancouver Machinists and Automotive Machinist Apprenticeship Committee. Moved, seconded, carried to find the program in compliance by good-faith effort for 1997-1998. Program encouraged to continue to mentor and coach women and minorities to help them to the top of the hiring list. Review in 2002.
11. Western Washington Stationary Engineers Apprenticeship Committee. Moved, seconded, and carried to find the program in compliance by good-faith effort for 1997-1998. Requested program to continue to provide the Department a quarterly review/update on their projects. Committee will revisit quarterly for the time being.
12. Inland Empire Roofers and Employers Apprenticeship Committee. Moved, seconded, and carried to find the program in compliance by good-faith effort for 1997-1998. Coordinator will continue to report their progress.

Under New business:

1. Western States Boilermakers Apprenticeship Committee. The Apprenticeship Coordinator 1 (AC1), for the program is to contact the committee and get the names of the committee members who are supposed to come back. If they don't come back, the AC1 is to call them and find out - that's Area Coordinator 1 - find out why they did not come back. Moved, seconded, and carried to find the program in compliance for good-faith effort 1997, and the central office will send a letter to the program inviting them to the next quarterly meeting.
2. Lewis County PUD No. 1 Lineman apprenticeship Program. Under civil service exemption, moved, seconded, and carried to obtain affirmative action plan for Lewis County PUD by the next quarterly meeting.
3. Northwest Laborers Apprenticeship Committee. Moved, seconded, and carried to find the program in compliance by numbers for minorities and by good-faith effort for 1997-1998.

4. Western Washington - Western States Operating Engineers Institute of Training Apprenticeship Committee. Moved, seconded, and carried to find the program in compliance by numbers for females and by good-faith effort for 1997-1998.
5. Northeastern Washington and Northern Idaho Painters and Allied Trades Apprenticeship Committee. Moved, seconded, and carried to find the program in compliance by good-faith effort for 1997-1998.
6. Inland Pacific Chapter Associated Builders and Contractors, electrician. Moved, seconded, and carried to place sanctions on the IPC/ABC Electrical Apprenticeship limiting them to taking only minorities and females. Also, place them on quarterly review.
7. Inland Pacific Chapter Associated Builders and Contractors, painter/taper. Took no action.
8. Inland Pacific Chapter Associated Builders and Contractors, plumber. Moved, seconded, carried to place the program on quarterly review pending sanctions.
9. Inland Pacific Chapter Associated Builders and Contractors, sheet metal worker. Put on sanction limiting to hiring only minorities and females. We will have them back in six month to review their progress under these sanctions. Shared with them this pro - this program can be cancelled just as their other program was cancelled due to not doing well under sanctions. Require quarterly reports. Moved, seconded, and carried to put them on sanctions and require quarterly reports. In six months we will review their progress.

Meeting adjourned at 11:20 a.m.”

M/S/C to accept report.

WSATC Annual Report Subcommittee

No report.

WSATC Reciprocity Subcommittee

Jess Lill reported: “The Reciprocity Subcommittee met yesterday with representatives from Washington, Oregon, Idaho, and Montana. The group discussed the draft language for revising the agreement. Staff from Oregon and Washington will update the draft with the changes and send the document back to all four states, for their approval and review. That is my report, Mr. Chairman.”

M/S/C to accept report.

WSATC Special Subcommittee

No report.

WSATC Strategic Planning Committee

No report.

WSATC Tie-Breaker Committee

No report.

WSATC WAC/RCW Committee

Susan Crane, from the WAC/RCW committee read the committee's report into the record (only the report, not the attachments).

“Background is that the committee was established by the Council to review the Apprenticeship Rules, Chapter 296-04 WAC, for the purpose of applying clear rule-writing principles. The Council later charged this committee with an additional assignment of addressing the concerns from US Department of Labor, Office of Apprenticeship and Training, Employer Labor Services Division, formally the Bureau of Apprenticeship and Training Audit, relative to both the Apprenticeship Rules and the Apprenticeship Act, Chapter 49.04 RCW.

The committee submits this report to the Council as an update and to request final approval. Updates and recommendations on the RCW, the apprenticeship bill, Substitute House Bill 1234 and Chapter 204, Laws of 2001, were signed into law on May 7th, 2001, and went into effect July 22nd, 2001. Passage of this legislation was made possible by a great deal of support, strong leadership, and countless hours of hard work by the WAC/RCW Committee, the Council, and numerous other apprenticeship stakeholders.

The revised laws will address several of the concerns identified by the US Department of Labor and will insure that the laws reflect Council practice. Copies of the revised apprenticeship law, which includes the recently enacted amendments, are available on the handout table for those who would like a copy.

With regard to the WAC, the committee has completed its review and rewrite of the Apprenticeship Rules, and see the attached Apprenticeship Rules that are behind the memo. The Council and the Department held public hearings on September 4th in Seattle and September 5th in Spokane to receive public testimony on the proposed rules. The Department reviewed the hearing comments and has provided the Council with a document summarizing the testimony and recommended changes to the rules based on the testimony – that's also in the attached documents – for the Council review and approval.

Provided the Council approves the recommended changes of the revised rules for final adoption, we request that the Chair of the Council recognize this approval by signing the necessary rule-making documents.

Provided the rules are approved by the Council and subsequently signed by the chair, the schedule for the rule-making process includes the following key dates and responsibilities:

October 31st, 2001, the Department will file the final rules with the Washington State Office of Code Reviser and send copies of the concise explanatory statement to hearing participants. The concise explanatory statement is required by the Administrative Procedures Act to inform hearing participants of the purpose of the rule; describe differences between the proposed and adopted rule, other than editing changes, stating the reasons for differences; and summarizing all comments received regarding the proposed rule and responding to the comments indicating how the final rule reflects the Council's consideration of the comments and/or why it failed to do so.

November 21st, 2001, the final rules are published by the Washington State Register, WSR 01-22.

January 17th, 2002, the new rules take effect in conjunction with the January 2002 council meeting. The new rules are distributed at the Council meeting and a formal response will be proposed for Council approval for purposes of informing the US Department of Labor of their concerns - that their concerns have been addressed with the enactment of the legislation and adoption of rules. Passage of these statutory changes and adoption of the rules will insure consistency with the federal regulations, and also attached letters dated August 27th, 1999 and August 31st, 2000, and the laws reflect current practice and rules that are easier to understand and use.

Mr. Chair, one of the things that I have been slipped a note for is that Rick Slunaker, who is one of the members of the WAC/RCW committee, has asked for a brief opportunity to address the committee about one other administrative change that was missed. And I would also say that this does not open up for additional public testimony. That was taken care of in public hearings. So I would ask that he be allowed to approach.”

Rick Slunaker: “I represent the Associated General Contractors and was a member of the committee. I want to commend Chair Crane and the other members of the committee who worked long and hard on the rules and on the legislation.

As I read through the draft, I would comment that by and large, I think that the changes that are proposed are very reflective of the testimony that was received in the public hearing that I attended in Seattle on these

subjects. There are three areas that I think need a little bit more clarification, and I don't think that what needs to be done will change the purpose or the intent of the proposals. But there are some clarifications.

The first appears in 296-05-300, the new sub (6) is inserted to clarify how concerns over program standards would be adjudicated, either by the Council or through an ALJ. But it uses a new phrase, "interested party," that's not defined anywhere in the WAC and I think that needs to be addressed.

The second area appears to be a bit of an oversight, is in 296-05-318, Part 2, uses the term "job assignments" and "conditions of work," which, as I understand it, are not normal tracking activities in apprenticeship programs. Perhaps the suggestion was made that "job assignments" be rephrased to say "work processes" or something along that line so that it's clear that you're talking about what people are doing not where they are doing it. And the phrase "conditions of work" is also somewhat confusing. We think we understand and I don't think there's any disagreement on what the intent is, but the words need to reflect that.

The third area is in 296-05-313, which addresses the issue of committee composition. And testimony was given at the hearing that the draft was a little bit unclear in dealing with multi-occupation committees. And the intended language that's inserted is in sub (3). Again, I don't think, I have no disagreement with the intent, but it's not quite clear exactly the situation. As I read this, you either have to be, as a committee member, fully qualified in all of the multiple occupations. That's bullet point 1. Or if you're not, you must be known to represent the interests of multiple occupation servers. Either one of those issues is taken - I think we need a little bit more clarification there.

And I also did note that for the new sub (3), the multi-occupation committee, the 50 percent requirement is reduced. So all committee members would have to meet those two criteria. I don't necessarily think that's a bad idea, but it is different from the single-job committee criteria.

So I think if the Council in its actions tomorrow were to direct the Department to commence the rule-making process and make some changes in those areas, I'd be satisfied with them.

I'll be happy to try to dodge any questions you have."

COUNCILMEMBER CRANE asked to hear from Nancy Mason.

MS. MASON replied "We'll work with Josh and get those things taken care of. There will be no substantial changes. It would not change the substance of anything you have before you. They would be clarifying comments."

M/S/C to accept report.

Council Members

COUNCILMEMBER NICHOLS: I was not sure when to raise this issue, but I have a request of the chair to - and it's sort of an unusual one, we haven't done this historically, I don't believe - but to see if we can have a subcommittee to take a look at security in terms of and find out if there are apprenticeship standards for security officers and see if we can provide some leadership, or at least some offer of support, for security officer and be a little more proactive in this arena and see if we can have some apprenticeship in this area so that, as we move forward into trying to look at this occupation, given the change that's happened in our country, that apprenticeship is one option that we would like to be a little better organized and more proactive in perhaps bringing this industry under the apprenticeship umbrella. know that this is an issue that we don't usually - we usually wait until things come to us. But it's my belief that if we don't take this opportunity, we may be missing a very good opportunity to help train a future workforce with a system that we know is the best system around.

CHAIRMAN NEWELL: This Strategic Planning Committee (Special Subcommittee) will be made up of Melinda Nichols (chair), Susan Crane, Karen Carter, and Nancy Mason.

EXECUTIVE SESSION:

Recessed for executive session

WSATC Meeting reconvened.

CHAIRMAN NEWELL: We have a comment by Susan Crane.

COUNCILMEMBER CRANE: Thank you, Mr. Chair. What we are going to do is talk about how to address the need for committee members who were on the WAC/RCW Committee to have a chance to respond to the changes that the Department has suggested. So I move that we take a hearing of additional comments only from WAC/RCW Committee members who are present today, regarding the WAC changes. And I also move that the Council will allow time for other WAC/RCW Committee members to submit additional comments to L&I by the 26th of October and to direct the L&I staff to send out the changes that are recommended, as well as the materials that the rest of us have received today, and that the Council will act via a special e-mail meeting by the end of the month.

COUNCILMEMBER NICHOLS: Second.

CHAIRMAN NEWELL: All in favor?

THE COUNCIL: Aye.

CHAIRMAN NEWELL: Opposed? So moved.

UNFINISHED BUSINESS:

1. IPC/ABC – PARROT MECHANICAL

CASE # 1998-OAH-01

2. IPC/ABC – ELECTRICAL

3. IPC/ABC – PLUMBING

M/S/C to refer items 1 – 3 to the Office of Administrative Hearings for formal adjudicative hearings.

4. FLOORMART INC. – TILE SETTER APPRENTICESHIP COMMITTEE

CASE # ALJ-99-01-01

Evie Lawry distributed “Journey Level Wage Rate” wage declaration which included all counties as listed in the proposed standards (Page 8, item #1)

M/S/C to accept the findings and the conclusions of the law by the Administrative Law Judge’s decision to approve the standards.

NEW BUSINESS:

Proposed Committees:

5. INLAND NORTHWEST ASSOCIATED GENERAL CONTRACTORS LABORERS APPRENTICESHIP COMMITTEE

Laborer (DOT 869.463-580) 4000 hours

First vote was roll call: 5 no:1 yes.

Chairman Newell moved to reconsider his vote.

Second vote was roll call: 3 no:3 yes.

Issue given to the Tie-Breaker Committee to be resolved.

6. INTERNATIONAL UNION OF ELEVATOR CONSTRUCTORS LOCAL 23 APPRENTICESHIP COMMITTEE

General Journeyman (DOT 825.361-010) 9250 hours

Elevator Mechanic

M/S/C to approve.

7. WASHINGTON STATE DEPARTMENT OF LABOR AND INDUSTRIES/CLASSIFIED EMPLOYEES JOINT APPRENTICESHIP AND TRAINING COMMITTEE

Customer Service Specialist 2 (DOT 241.367-014) 4000 hours

M/S/C to approve.

8. WASHINGTON STATE PARKS & RECREATION COMMISSION/WA PUBLIC EMPLOYEES ASSOCIATION JATC

Construction & Maintenance (DOT 899.261-014) 6000 hours

Project Specialist 1

M/S/C to approve.

New Standards:

If there are any objections to the following Request for New Standards: **Oregon and Southwest Washington Piledrivers JATC, Pioneer Industries Machinist Internal Apprenticeship Committee, and Pioneer Industries Precision Sheet Metal Internal Apprenticeship Committee**, please complete and return the form enclosed with the Agenda. The Apprenticeship Section, Tumwater, Washington, must receive Notice of Contest or Objection by **October 10, 2001**.

9. OREGON AND SW WASHINGTON PILEDRIVERS JATC

Piledriver, Bridge, Dock (DOT 859.682-018) 8000 hours

And Wharf Builder

M/S/C to approve with changes:

1. Section 1, relocate "NOTE" from Section 1 to Section 10
2. Section 2, change "AGE" to read "Minimum of 18 years of age and older, or 17 years of age and have a High School diploma, GED, or equivalent."
3. Section 2, change "Education" to read "NONE"
4. Section 2 Other b), move to Section 10.
5. Change the standards so that it appears not a condition of employment
6. Section 9, remove the second 'training trust'
7. Section 11, Paragraph 1, second sentence, replace 'shall be' with 'maybe'.

10. PIONEER INDUSTRIES MACHINIST INTERNAL APPRENTICESHIP COMMITTEE

Machinist (DOT 600.280-022) 8000 hours

M/S/C to approve.

11. PIONEER INDUSTRIES PRECISION SHEET METAL INTERNAL APPRENTICESHIP COMMITTEE

Sheet Metal Worker (DOT 804.281-010) 8000 hours

(Manufacturing only)

M/S/C to approve.

New Plant Program Standards:

If there are any objections to the following Request for New Plant Program Standards: **Measure-Tech Instrumentation Technician Apprenticeship Program**, please complete and return the form enclosed with the Agenda. The Apprenticeship Section, Tumwater, Washington, must receive Notice of Contest or Objection by **October 10, 2001**.

12. MEASURE-TECH INSTRUMENTATION TECHNICIAL APPRENTICESHIP PROGRAM

Instrumentation Technician (DOT 003.261-101)

8000 hours

Pulled from the agenda, Sponsor's request.

Revised Standards:

If there are any objections to the following Request for Revised Standards: **Mason County Public Utility District #3 Apprenticeship Committee, Washington State Cosmetology Apprenticeship Committee, and Western Washington Piledrivers, Bridge, Dock & Wharf Builders Apprenticeship Committee**, please complete and return the form enclosed with the Agenda. The Apprenticeship Section, Tumwater, Washington, must receive Notice of Contest or Objection by **October 10, 2001**.

13. MASON COUNTY PUBLIC UTILITY DISTRICT #3 APPRENTICESHIP COMMITTEE

New Occupation: UTILITY WIREMAN (DOT 289.281-014)

8000 hours

Section 2: Minimum Qualifications

Section 3: Conduct of Program under Washington Equal Employment Opportunity Plan

A. Selection Procedures

Section 4: Term of Apprenticeship

Section 6: Ratio of Apprentices to Journeymen

Section 7: Wage Progression

Section 8: Work Processes

Section 9: Related/Supplemental Instruction

Section 10: Administrative/Disciplinary Procedures

M/S/C to approve, with amendment of the name of new occupation to be read "utility wireman".

14. WASHINGTON STATE COSMETOLOGY APPRENTICESHIP COMMITTEE

Section 1: Geographical Area covered

Section 3: Conduct of Program under Washington Equal Employment Opportunity Plan

A. Selection Procedures

M/S/C to approve.

15. WESTERN WASHINGTON PILEDRIVERS, BRIDGE, DOCK & WHARF BUILDERS APPRENTICESHIP COMMITTEE

Section 1: Geographical Area covered

Section 3: Conduct of Program under Washington Equal Employment Opportunity Plan:

A. Selection Procedure

Section 4: Term of Apprenticeship

Section 6: Ratio of Apprentices to Journeymen

Section 9: Related/Supplemental Instruction

Section 10: Administrative/Disciplinary Procedures

Section 11: Composition of Committee and Alternates

M/S/C to approve, with the inclusion of the apprenticeship ratio language in handout:

- A. Each employer may employ one (1) apprentice for each of the first five (5) carpenters in his/her employment, but he/she must employ one (1) apprentice when he/she has three (3) journeymen in his/her employ.

- B. In addition to "A", each employer shall employ one (1) additional apprentice for each four (4) additional journeymen.
- C. On jobs of a technical nature, the employer by mutual agreement with the local business representative may waive the above apprentice ratios on a job-by-job basis.

Crew Size	Minimum # of Apprentices	Maximum # of Apprentices	Notes
1	0	0	Apprentices cannot work without journey level supervision.
2	0	1	
3	0	1	
4	1	2	A crew of three carpenters requires the fourth worker to be an apprentice.
5	1	2	
6	1	3	
7	1	3	
8	2	4	Any multiple of four workers require an additional apprentice.
9	2	4	
10	2	5	
11	2	5	
12	3	6	
13	3	6	
14	3	7	
15	3	7	
16	4	8	
17	4	8	
18	5	9	
19	4	9	
30	5	10	

16. AGC, IUOE #701 ENGINEER TRAINING APPRENTICESHIP COMMITTEE

Section 5: Probationary Period

M/S/C to approve.

17. AUBURN FIRE FIGHTERS APPRENTICESHIP COMMITTEE

Section 8: Work Processes

M/S/C to approve.

18. THE BOEING/IAM JOINT APPRENTICESHIP COMMITTEE

Section 2: Minimum Qualifications

M/S/C to approve.

19. CENTRAL WASHINGTON CARPENTERS AND MILLMEN APPRENTICESHIP COMMITTEE

Section 3: Conduct of Program under Washington Equal Employment Opportunity Plan:

- A. Selection Procedure
- B. Affirmative Action

- Section 4: Term of Apprenticeship
 Section 6: Ratio of Apprentices to Journeymen
 Section 9: Related/Supplemental Instruction
 Section 10: Administrative/Disciplinary Procedures
 Section 11: Composition of Committee and Alternates
 Section 12: Composition of Subcommittee
 Section 13: Training Director/Coordinator

M/S/C to approve, with the inclusion of the apprenticeship ratio language in handout:

Section 6: **RATIO OF APPRENTICES TO JOURNEYMEN:**

The ratio of apprentices shall reflect the appropriate collective bargaining agreement. In no case shall the ratio be greater than one (1) apprentice to one (1) journeyman per job site.

- A. Each employer may employ one (1) apprentice for each of the first five (5) carpenters in his/her employment, but he/she must employ one (1) apprentice when he/she has three (3) journeymen in his/her employ.
- B. In addition to "A", each employer shall employ one (1) additional apprentice for each four (4) additional journeymen.
- C. On jobs of a technical nature, the employer by mutual agreement with the local business representative may waive the above apprentice ratios on a job-by-job basis.

(Except Cabinet Maker - Skagit County)

Crew Size	Minimum # of Apprentices	Maximum # of Apprentices	Notes
1	0	0	Apprentices cannot work without journey level supervision.
2	0	1	
3	0	1	
4	1	2	A crew of three carpenters requires the fourth worker to be an apprentice.
5	1	2	
6	1	3	
7	1	3	
8	2	4	Any multiple of four workers require an additional apprentice.
9	2	4	
10	2	5	
11	2	5	
12	3	6	
13	3	6	
14	3	7	
15	3	7	
16	4	8	
17	4	8	
18	5	9	
19	4	9	
30	5	10	

Cabinet Maker (Skagit County)

No more than 1 apprentice to 4 journeyman or 2 apprentices to 8 journeyman or 3 apprentices to 12 journeyman.

Crew Size	Minimum # of Apprentices	Maximum # of Apprentices	Notes
1	0	0	Apprentices are not allowed until the fourth worker who may be an apprentice
2	0	0	
3	0	0	
4	0	1	
5	0	1	
6	0	1	
7	0	1	
8	0	2	
9	0	2	
10	0	2	
11	0	2	
12	0	3	

20. CHELAN COUNTY PUBLIC UTILITY DISTRICT NO. 1 APPRENTICESHIP COMMITTEE

Section 6: Ratio of Apprentices to Journeymen

Section 9: Related/Supplemental Instruction

Section 10: Administrative/Disciplinary Procedures

M/S/C to approve with changes made to lineman's 'hot time' language in handout:

Section 10 A: "If an apprenticeship has not... **Hot Time will not be waived by any means in the Lineman's Apprenticeship.**"

21. EASTERN WASHINGTON – NORTHERN IDAHO CARPENTERS APPRENTICESHIP COMMITTEE

Cover Sheet:

Skilled Occupational Objective Change:

ACOUSTICAL CARPENTER: From '5200 – 8000 HOURS'

To "3900 – 6000 HOURS"

LATHER: From '5200 – 8000 HOURS' to "3900 – 6000 HOURS"

DELETE: DRYWALL/METAL STUD/ ACOUSTICAL CEILING

APPLICATOR

CHANGE TO READ: GYPSUM DRYWALL SYSTEMS INSTALLER

Section 2: Minimum Qualifications

Section 3: Conduct of program under Washington Equal Employment Opportunity Plan

A. Selection Procedure

B. Affirmative Action Plan

Section 4: Term of Apprenticeship

Section 5: Probationary Period

Section 6: Ratio of Apprentices to Journeymen

Section 7: Wage Progression

Section 8: Work Processes

Section 9: Related/Supplemental Instruction (provisions other than contained in Forward)

Section 10: Administrative/Disciplinary Procedures

M/S/C to approve, with the inclusion of the apprenticeship ratio language:

Section 6: The ratio of apprentices shall reflect the appropriate collective bargaining agreement.

The employment of apprentices shall be in accordance with the following ratios:

- A. Each employer may employ one (1) apprentice for each of the first five (5) carpenters employed, but must employ one (1) apprentice when there are five (5) or more journeymen employed, per job site.
- B. In addition to "A" each employer shall employ one (1) additional apprentice for each five (5) journeymen, per job site.

In no case shall the ratio be greater than one (1) apprentice to one (1) journeyman per job site.

22. FLUOR HANFORD FIRE DEPARTMENT APPRENTICESHIP COMMITTEE

Section 10: Administrative/Disciplinary Procedures

Pulled from the agenda, Sponsor's request.

23. GLAZERS ARCHITECTURAL METAL AND GLASSWORKERS APPRENTICESHIP COMMITTEE

Section 3: Conduct of Program under Washington Equal Employment Opportunity Plan:

A. Selection Procedures

Section 10: Administrative/Disciplinary Procedures

M/S/C to approve.

24. INLAND EMPIRE ELECTRICAL TRAINING TRUST

Section 2: Minimum Qualifications

M/S/C to approve.

25. INLAND EMPIRE ROOFERS & EMPLOYERS APPRENTICESHIP COMMITTEE

Section 1: Geographical Area Covered (statement concerning neighboring states)

Section 2: Minimum Qualifications

Section 3: Conduct of Program under Washington Equal Employment Opportunity Plan

A. Selection Procedures

Section 6: Ratio of Apprentices to Journeymen

Section 8: Work Processes

M/S/C to approve.

26. NORTH PUGET SOUND CARPENTERS JATC

Section 3: Conduct of Program under Washington Equal Employment Opportunity Plan:

A. Selection Procedures

Section 4: Term of Apprenticeship

Section 6: Ratio of Apprentices to Journeymen

Section 9: Related/Supplemental Instruction

Section 10: Administrative/Disciplinary Procedures

Section 11: Composition of Committee and Alternates

M/S/C to approve, with the inclusion of the apprenticeship ratio language in handout:

Section 6: RATIO OF APPRENTICES:

The ratio of apprentices shall reflect the appropriate collective bargaining agreement. In no case shall the ratio be greater than one (1) apprentice to one (1) journeyman per job site.

Commercial Carpenters, Millwrights, and Piledrivers

- A. Each employer may employ one (1) apprentice for each of the first five (5) carpenters in his/her employment, but he/she must employ one (1) apprentice when he/she has three (3) journeymen in his/her employ.
- B. In addition to "A", each employer shall employ one (1) additional apprentice for each four (4) additional journeymen.
- C. On jobs of a technical nature, the employer by mutual agreement with the local business representative may waive the above apprentice ratios on a job-by-job basis.

Crew Size	Minimum # of Apprentices	Maximum # of Apprentices	Notes
1	0	0	Apprentices cannot work without journey level supervision.
2	0	1	
3	0	1	
4	1	2	A crew of three carpenters requires the fourth worker to be an apprentice.
5	1	2	
6	1	3	
7	1	3	
8	2	4	Any multiple of four workers require an additional apprentice.
9	2	4	
10	2	5	
11	2	5	
12	3	6	
13	3	6	
14	3	7	
15	3	7	
16	4	8	
17	4	8	
18	5	9	
19	4	9	
30	5	10	

Cabinet Maker

No more than 1 apprentice to 4 journeyman or 2 apprentices to 8 journeyman or 3 apprentices to 12 journeyman.

Crew Size	Minimum # of Apprentices	Maximum # of Apprentices	Notes
1	0	0	Apprentices are not allowed until the fourth worker who may be an apprentice
2	0	0	
3	0	0	

4	0	1	
5	0	1	
6	0	1	
7	0	1	
8	0	2	
9	0	2	
10	0	2	
11	0	2	
12	0	3	

27. NORTHWEST LABORERS APPRENTICESHIP COMMITTEE

Section 6: Ratio of Apprentices to Journeymen

M/S/C to approve.

28. PORT TOWNSEND PAPER CORPORATION IN-PLANT APPRENTICESHIP COMMITTEE

Section 3: Conduct of Program under Washington Equal Employment Opportunity Plan
B. Affirmative Action Plan

Section 6: Ratio of Apprentices to Journeymen

Section 10: Administrative/Disciplinary Procedures

M/S/C to approve.

29. PUGET SOUND ELECTRICAL JOINT APPRENTICESHIP AND TRAINING COMMITTEE

Section 2: Minimum Qualifications

Section 3: Conduct of Program under Washington Equal Employment Opportunity Plan
A. Selection Procedures

Section 13: Training Director/Coordinator

M/S/C to approve.

30. SOUTH PUGET SOUND CARPENTERS JOINT APPRENTICESHIP AND TRAINING COMMITTEE

Section 3: Conduct of Program under Washington Equal Employment Opportunity Plan
A. Selection Procedures

Section 4: Term of Apprenticeship

Section 6: Ration of Apprentices to Journeymen

Section 9: Related/Supplemental Instruction

Section 10: Administrative/Disciplinary Procedures

Section 11: Composition of Committee & Alternates

M/S/C to approve, with the inclusion of the apprenticeship ratio language in handout:

A. For the occupation Shipwright

The ratio of apprentices shall reflect the appropriate collective bargaining agreement. In no case shall the ratio be greater than one (1) apprentice to one (1) journeyman per job site.

B. For the occupation Carpenter

The ratio of apprentices shall reflect the appropriate collective bargaining agreement. In no case shall the ratio be greater than one (1) apprentice to one (1) journeyman per job site.

1. Each employer may employ one (1) apprentice for each of the first five (5) carpenters in his/her employment, but he/she must employ one (1) apprentice when he/she has three (3) journeymen in his/her employ.
2. In addition to "A", each employer shall employ one (1) additional apprentice for each four (4) additional journeymen.
3. On jobs of a technical nature, the employer by mutual agreement with the local business representative may waive the above apprentice ratios on a job-by-job basis.

Crew Size	Minimum # of Apprentices	Maximum # of Apprentices	Notes
1	0	0	Apprentices cannot work without journey level supervision.
2	0	1	
3	0	1	
4	1	2	A crew of three carpenters requires the fourth worker to be an apprentice.
5	1	2	
6	1	3	
7	1	3	
8	2	4	Any multiple of four workers require an additional apprentice.
9	2	4	
10	2	5	
11	2	5	
12	3	6	
13	3	6	
14	3	7	
15	3	7	
16	4	8	
17	4	8	
18	5	9	
19	4	9	
30	5	10	

C. For the occupations Maintenance Carpenter and Residential Carpenter:

An employer may have one (1) apprentice for every one (1) journeyman employed as or per applicable labor agreement per job site

D. For the occupation of Insulation Applicator:

An employer may have one (1) apprentice for every one (1) journeyman employed or as per applicable labor agreement per job site.

31. SOUTHWEST WASHINGTON CARPET, LINOLEUM AND SOFT TILE LAYERS APPRENTICESHIP STANDARDS

Name Change: OREGON AND SOUTHWEST WASHINGTON FLOOR COVERING JATC

Section 2: Minimum Qualifications

Section 3: Conduct of Program under Washington Equal Employment Opportunity Plan

A. Selection Procedures

B. Affirmative Action Plan

- Section 5: Probationary Period
- Section 7: Wage Progression
- Section 9: Related/Supplemental Instruction
- Section 10: Administrative/Disciplinary Procedures
- Section 11: Composition of Committee and Alternates.
- Section 13: Training Director/Coordinator

M/S/C to approve.

32. SOUTHWEST WASHINGTON DRYWALL FINISHERS APPRENTICESHIP COMMITTEE

Name Change: OREGON AND SOUTHWEST WASHINGTON DRYWALL APPRENTICESHIP COMMITTEE

Skilled Occupational Objective Change:

From 'TAPER' to "DRYWALL FINISHER (TAPER)"

- Section 2: Minimum Qualifications
- Section 3: Conduct of Program under Washington Equal Employment Opportunity Plan
 - A. Selection Procedures
 - B. Affirmative Action Plan
- Section 9: Related/Supplemental Instruction (provisions other than contained in Foreword)
- Section 10: Administrative/Disciplinary Procedures
- Section 11: Composition of Committee & Alternates
- Section 13: Training Director/Coordinator

Pulled from the agenda, AC & Council request.

33. VANCOUVER MACHINIST AND AUTOMOTIVE MACHINISTS APPRENTICESHIP COMMITTEE

Addendum Introductory Paragraph

- Section 2: Minimum Qualifications
- Section 3: Conduct of Program under Washington Equal Employment Opportunity Plan
 - A. Selection Procedures
 - B. Affirmative Action Plan
- Section 5: Probationary Period
- Section 6: Ratio of Apprentices to Journeymen
- Section 9: Related/Supplemental Instruction (provisions other than contained in Foreword)
- Section 10: Administrative/Disciplinary Procedures
- Section 11: Composition of Committee & Alternates

M/S/C to approve.

34. WASHINGTON CONSTRUCTION TEAMSTERS APPRENTICESHIP COMMITTEE

Cover Page: DOT change

- Section 6: Ratio of Apprentices to Journeymen

M/S/C to approve.

35. WESTERN WASHINGTON MASONRY TRADES APPRENTICESHIP COMMITTEE

- Section 2: Minimum Qualifications

M/S/C to approve.

36. WESTERN WASHINGTON MILLWRIGHTS APPRENTICESHIP COMMITTEE

- Section 3: Conduct of Program Under Washington Equal Employment Opportunity Plan

A. Selection Procedure

- Section 4: Term of Apprenticeship
 Section 6: Ratio of Apprentices to Journeymen
 Section 9: Related/Supplemental Instruction
 Section 10: Administrative/Disciplinary Procedures:
 Section 11: Composition of Committee and Alternatives

M/S/C to approve, with the inclusion of the apprenticeship ratio language in handout:

The ratio of apprentices shall reflect the appropriate collective bargaining agreement. In no case shall the ratio be greater than one (1) apprentice to one (1) journeyman per job site.

Millwrights

- A. Each employer may employ one (1) apprentice for each of the first five (5) journeymen in his/her employment, but he/she must employ one (1) apprentice when he/she has three (3) journeymen in his/her employ.
- B. In addition to "A", each employer shall employ one (1) additional apprentice for each four (4) additional journeymen.
- C. On jobs of a technical nature, the employer by mutual agreement with the local business representative may waive the above apprentice ratios on a job-by-job basis.

Crew Size	Minimum # of Apprentices	Maximum # of Apprentices	Notes
1	0	0	Apprentices cannot work without journey level supervision.
2	0	1	
3	0	1	
4	1	2	A crew of three carpenters requires the fourth worker to be an apprentice.
5	1	2	
6	1	3	
7	1	3	
8	2	4	Any multiple of four workers require an additional apprentice.
9	2	4	
10	2	5	
11	2	5	
12	3	6	
13	3	6	
14	3	7	
15	3	7	
16	4	8	
17	4	8	
18	5	9	
19	4	9	

30	5	10	
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Revised Plant Programs:

If there are any objections to the following Request for Revised Standards: **Sequim Vision Clinic**, please complete and return the form enclosed with the Agenda. The Apprenticeship Section, Tumwater, Washington, must receive Notice of Contest or Objection by **October 10, 2001**.

37. SEQUIM VISION CLINIC

Section 1: Geographical Area Covered

Section 11: Composition of Committee

M/S/C to approve.

38. HONEYWELL MACHINIST APPRENTICESHIP PLANT PROGRAM

Section 10: Administrative/Disciplinary Procedures:

Pulled from the agenda, no representative.

Cancellation Of New Apprenticeship Committees:

NONE

Cancellation Of Apprenticeship Standards:

39. NORTHWEST ALLOYS, INC. APPRENTICESHIP COMMITTEE (Sponsor's Request)

M/S/C to approve.

40. INLAND PACIFIC CHAPTER ASSOCIATED BUILDERS & CONTRACTORS (SHEET METAL WORKER) APPRENTICESHIP COMMITTEE (Departmental Request)

41. INLAND PACIFIC CHAPTER ASSOCIATED BUILDERS & CONTRACTORS (ELECTRICIAN) APPRENTICESHIP COMMITTEE (Departmental Request)

42. INLAND PACIFIC CHAPTER ASSOCIATED BUILDERS & CONTRACTORS (PLUMBER) APPRENTICESHIP COMMITTEE (Departmental Request)

43. INLAND PACIFIC CHAPTER ASSOCIATED BUILDERS & CONTRACTORS (PAINTERS and TAPER (DRYWALL)) APPRENTICESHIP COMMITTEE (Departmental Request)

M/S/C to send 40 – 43 to the Office of Administrative Hearings for formal adjudicative hearings.

Cancellation Of Plant Standards:

44. KELSO SCHOOL DISTRICT PLANT APPRENTICESHIP STANDARDS (INSTRUCTIONAL MATERIAL SPECIALIST) (Sponsor's Request)

45. KELSO SCHOOL DISTRICT PLANT APPRENTICESHIP STANDARDS (BUSINESS ADMINISTRATION SPECIALIST) (Sponsor's Request)

M/S/C to concur with their request to cancel items 44 and 45.

ADMINISTRATIVELY APPROVED REVISIONS:

Composition of Committee

46. **ALCOA WENATCHEE WORKS APPRENTICESHIP COMMITTEE (INDUSTRIAL MAINTENANCE ELECTRICIAN)**
47. **ALCOA WENATCHEE WORKS APPRENTICESHIP COMMITTEE (INDUSTRIAL MAINTENANCE MECHANIC)**
48. **BENTON RURAL ELECTRIC ASSOCIATION APPRENTICESHIP COMMITTEE**
49. **THE BOEING/IAM JOINT APPRENTICESHIP COMMITTEE**
50. **CHELAN COUNTY PUBLIC UTILITY DISTRICT NO. 1 APPRENTICESHIP COMMITTEE**
51. **CITY OF CASHMERE LIGHT DEPARTMENT APPRENTICESHIP COMMITTEE**
52. **DISPENSING OPTICIAN JOINT APPRENTICESHIP TRAINING COMMITTEE**
53. **EASTERN WASHINGTON-NORTHERN IDAHO CARPENTERS APPRENTICESHIP COMMITTEE**
54. **EASTERN WASHINGTON NORTHERN IDAHO AND MONTANA ASBESTOS WORKERS APPRENTICESHIP COMMITTEE**
55. **GEORGIA PACIFIC AND THE AWPPW LOCAL #5 APPRENTICESHIP COMMITTEE**
56. **INLAND EMPIRE ROOFERS & EMPLOYERS APPRENTICESHIP COMMITTEE**
57. **INLAND PACIFIC CHAPTER ASSOCIATED BUILDERS AND CONTRACTORS APPRENTICESHIP COMMITTEE (ELECTRICIAN)**
58. **INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL # 280 APPRENTICESHIP COMMITTEE**
59. **KAISER ALUMINUM AND CHEMICAL CORPORATION (MEADWORKS) APPRENTICESHIP COMMITTEE**
60. **KING COUNTY CARPENTERS APPRENTICESHIP COMMITTEE**
61. **LIMITED ENERGY TECHNICIAN APPRENTICESHIP COMMITTEE**
62. **MASON COUNTY P.U.D. #1 APPRENTICESHIP COMMITTEE**
63. **NORTHWEST AUTOMOTIVE HEAVY DUTY EQUIPMENT APPRENTICESHIP COMMITTEE**
64. **PORT OF TACOMA APPRENTICESHIP COMMITTEE**
65. **PORT TOWNSENT PAPER CORPORATION IN-PLANT APPRENTICESHIP COMMITTEE**
66. **SOUTHWEST WASHINGTON ASBESTOS WORKERS, HEAT AND FROST INSULATORS APPRENTICESHIP COMMITTEE**
67. **SOUTHWEST WASHINGTON CARPET, LINOLEUM AND SOFT TILE LAYERS APPRENTICESHIP STANDARDS**
68. **SOUTHWEST WASHINGTON ELECTRICAL JOINT APPRENTICESHIP AND TRAINING COMMITTEE**
69. **SPOKANE AREA CEMENT FINISHERS APPRENTICESHIP COMMITTEE**
70. **VANCOUVER CARPENTERS APPRENTICESHIP COMMITTEE**
71. **WASHINGTON STATE COSMETOLOGY APPRENTICESHIP PROGRAM**
72. **WESTERN OREGON AND SOUTHWEST WASHINGTON PAINTERS APPRENTICESHIP COMMITTEE**
73. **WESTERN STATES BOILERMAKERS APPRENTICESHIP COMMITTEE**
74. **WESTERN WASHINGTON MASONRY TRADES APPRENTICESHIP COMMITTEE**
75. **WESTERN WASHINGTON PLASTERERS APPRENTICESHIP COMMITTEE**

M/S/C to approve items 46 – 75.

Name Change:

NONE

Related/Supplemental Instruction

76. DR. GARY MARTINKUS AND ASSOCIATES

M/S/C to approve.

77. WESTERN WASHINGTON CEMENT MASONS APPRENTICESHIP COMMITTEE

M/S/C to approve.

Selection Procedure:

78. NORTHWEST WASHINGTON PLUMBERS & STEAMFITTERS APPRENTICESHIP COMMITTEE

79. WESTERN WASHINGTON MASONRY TRADES APPRENTICESHIP COMMITTEE

80. WEYERHAEUSER COMPANY APPRENTICESHIP COMMITTEE

M/S/C to approve items 78 – 80.

Wage Progression:

81. EARLY CARE AND EDUCATION APPRENTICESHIP COMMITTEE

82. JR SIMPLOT CO. QUINCY – INDUSTRIAL MAINTENANCE MECHANIC APPRENTICESHIP COMMITTEE

83. NORTHEASTERN WASHINGTON AND NORTHERN IDAHO PAINTERS AND ALLIED TRADES APPRENTICESHIP COMMITTEE

M/S/C to approve items 81 – 83.

Sub-Committee:

84. ALCOA WENATCHEE WORKS APPRENTICESHIP COMMITTEE (INDUSTRIAL MAINTENANCE MECHANIC)

85. CITY OF SEATTLE, WASHINGTON APPRENTICESHIP COMMITTEE (ELECTRICAL CRAFTS APPRENTICESHIP SUBCOMMITTEE)

86. CITY OF SEATTLE, WASHINGTON APPRENTICESHIP COMMITTEE (WATER PIPE WORKER APPRENTICESHIP SUBCOMMITTEE)

M/S/C to approve items 84 – 86.

Training Director/Coordinator:

87. ALCOA WENATCHEE WORKS APPRENTICESHIP COMMITTEE (INDUSTRIAL MAINTENANCE ELECTRICIAN)

88. ALCOA WENATCHEE WORKS APPRENTICESHIP COMMITTEE (INDUSTRIAL MAINTENANCE MECHANIC)

89. NORTHWEST AUTOMOTIVE HEAVY DUTY EQUIPMENT APPRENTICESHIP COMMITTEE

90. PORT TOWNSEND PAPER CORPORATION IN-PLANT APPRENTICESHIP COMMITTEE

91. SEATTLE AREA PLUMBERS, HOUSING PLUMBERS, PIPEFITTERS, REFRIGERATION, AND MARINE PIPEFITTERS APPRENTICESHIP COMMITTEE

92. SEATTLE BOILERMAKERS APPRENTICESHIP COMMITTEE

- 93. SOUTHWEST WASHINGTON ASBESTOS WORKERS, HEAT AND FROST INSULATORS APPRENTICESHIP COMMITTEE**
- 94. SPOKANE AREA CEMENT FINISHERS APPRENTICESHIP COMMITTEE**
- 95. WESTERN WASHINGTON CARPET, LINOLEUM & SOFT TILE LAYERS APPRENTICESHIP COMMITTEE**

M/S/C to approve items 87 – 95.

Composition of Committee (Introductory Paragraph Only):

NONE

Plant Program Composition of Committee:

- 96. KELSO SCHOOL DISTRICT PLANT APPRENTICESHIP STANDARDS (BUSINESS ADMINISTRATION SPECIALIST)**

M/S/C to approve.

Revised Plant Program Pending:

NONE

Administrative Approval Pending:

- 97. WESTERN OREGON AND SOUTHWEST WASHINGTON INDUSTRIAL PAINTERS APPRENTICESHIP COMMITTEE**

Section 11: Composition of Committee & Alternates

Section 13: Training Director/Coordinator

Pulled from the agenda, no representative.

THURSDAY APPEAL HEARINGS (1:00 – 4:30 PM)

ROLL CALL – Appeal Hearings

- 1. CITY OF TACOMA – LIGHT DIVISION APPRENTICESHIP COMMITTEE**
“APPRENTICE APPEAL”

CASE NUMBER – 01-33

Appeal heard, outcome to be decided.

- 2. PUGET SOUND ELECTRICAL JATC**
“APPRENTICE APPEAL”

CASE NUMBER – 01-34

Moved to January 2002 agenda.

- 3. BOEING/IAM JOINT APPRENTICESHIP COMMITTEE**
“APPRENTICE APPEAL”

CASE NUMBER – 01-40

Pulled from the agenda, apprentice no show.

- 4. PUGET SOUND ELECTRICAL JATC**
“APPRENTICE APPEAL”

CASE NUMBER – 01-45

Moved to January 2002 agenda.

ADJOURNMENT – THURSDAY SESSION

FRIDAY SESSION

MEETING CALLED TO ORDER

ROLL CALL

AGENDA ITEM MOTIONS

GOOD AND WELFARE

Gina Ames, Boeing IAM: "On January 17th, 2001 a charge of discrimination was brought before the Affirmative Action Subcommittee against the Boeing/IAM Joint Apprenticeship Committee. On January 18th, 2001 this charge of discrimination was reviewed at the quarterly council meeting. An investigation was recommended. June 15th, 2001 the Boeing/IAM Committee was notified by mail of the results of this investigation. The Council found that the Boeing/IAM Joint Apprenticeship Committee did not and does not discriminate. Since this discrimination charge was recorded in the minutes and regardless of the process change recommendation that is yet to be resolved, we ask that the finding that the Boeing/IAM Joint Apprenticeship Committee was exonerated and this be recorded in the minutes verbatim. Thank you."

Dennis Kolida – 9 items of changes: "historically the Council has reviewed standards and been able to approve minor changes, typographical errors, at their meeting. There were nine items on the agenda with possible significant changes. I don't know if this is becoming a practice or not, but just a heads-up. Thank you."

Patrick Woods: "Members of the Council and audience, I wanted to let folks know that the Department is working regarding the compliance issues with apprenticeship, insuring that in the prevailing wage arena that the apprenticeship standards are maintained in order to - to allow a less-than-prevailed wage for apprentices. So that's something that we are continuing to work on and expect to see some ongoing results."

Pete Crow: "Because of our extensive correspondence list that takes up to 40 minutes or so just to read the titles of the letter, I would move that the Council publish the correspondence list, have it distributed before the council meeting so we can accept the report on. And if anybody requests a copy of the correspondence, they can refer to the date and case number of that correspondence."

M/S/C to approve change in handling correspondence .

DATE AND LOCATION OF NEXT MEETING:

JANUARY 17-18, 2001

DEPARTMENT OF LABOR & INDUSTRIES

7273 LINDERSON WAY SW

TUMWATER, WASHINGTON 98501

FUTURE MEETING SITES:

APRIL 2002 KENNEWICK

JULY 2002 VANCOUVER

OCTOBER 2002 SPOKANE

JANUARY 2003 TUMWATER

ADJOURNMENT